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ABSTRACT

This report presents a survey of local youth-serving agencies affiliated with the National Collaboration for Youth to determine to what degree and in what way the agencies are involved in providing employment and training activities for youth. The eleven agencies focused on are American Red Cross Youth Services; Boys' Clubs of America; Boy Scouts of America; Camp Fire Girls, Inc.; 4-H Youth Programs; Future Homemakers of America; Girl Scouts of the United States of America (USA); Girls Clubs of America; National Board of Young Men's Christian Associations; National Board of Young Women's Christian Association of the USA; and United Neighborhood Centers of America. Section 1 is an analysis of the responses of the 1,816 corporate units of the National Youth Serving Agencies which yields a national view of the Youth Employment Programs. Results are divided into data referring to youth, programs, funding, and future programs. Section 2 contains an analysis of each agency in this format: sample size and return rate, youth served, programs, program funding, and future program plans. In both sections information presented refers to youth employment programs during three periods: the past (1975-77), recent past (1978), and future. (YLB)

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Youth Employment Programs: A Survey of National Voluntary Youth-Serving Organizations

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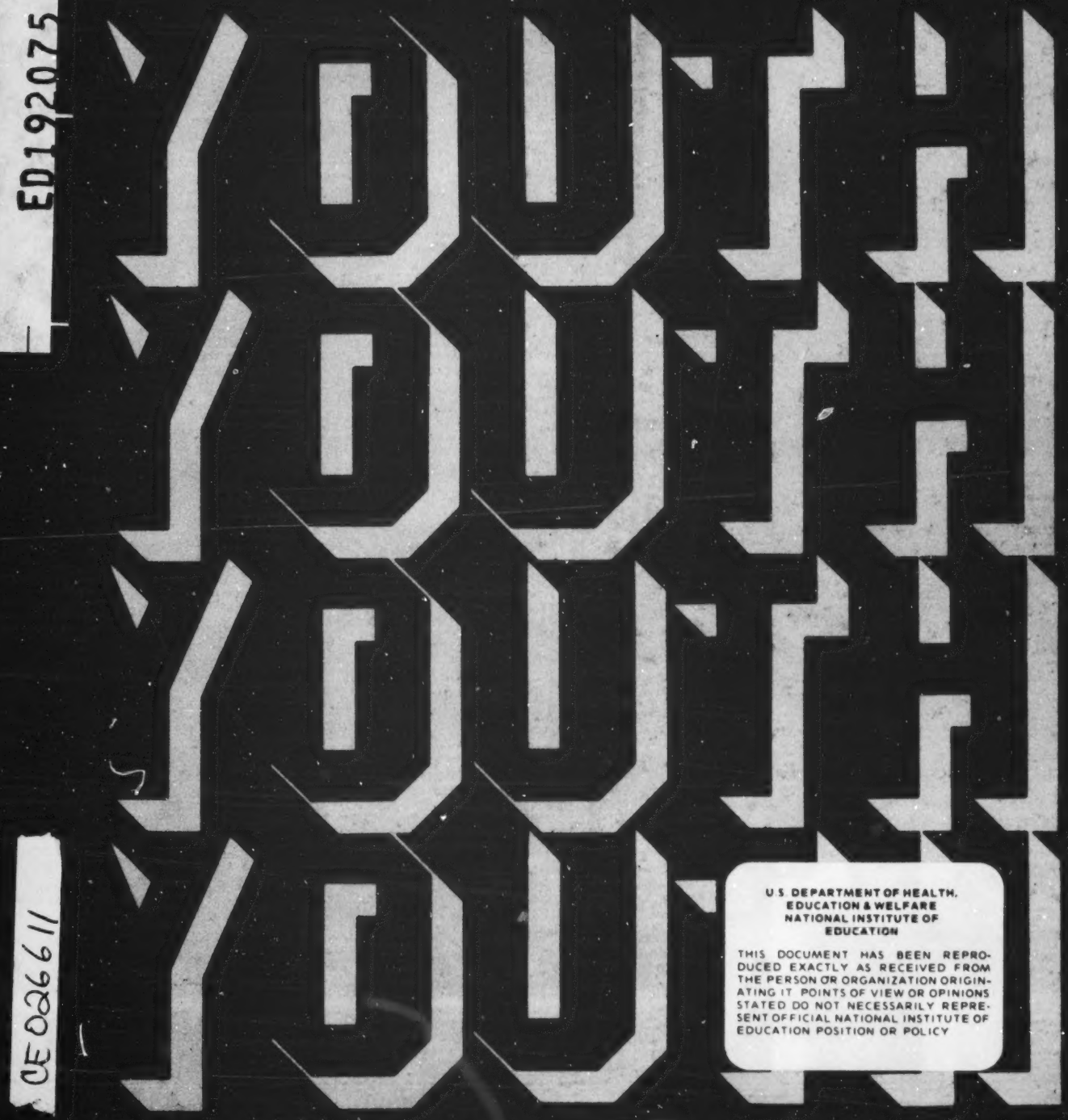

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National Collaboration for Youth

American Red Cross Youth Services

Big Brothers/Big Sisters of America

Boys' Clubs of America

Boy Scouts of America

Camp Fire, Inc.

4-H Youth Programs

Future Homemakers of America, Inc.

Girls Clubs of America, Inc.

Girl Scouts of the U.S.A.

National Board of YMCAs

National Board, YWCA of the U.S.A.

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Acknowledgements ____ 6

Introduction ____ 7

Development of the Youth Employment Program Survey ____ 8

The Survey Sample ____ 9

The Report ____ 10

Results of the Youth Employment Survey ____ 11-19

Youth ____ 11-12

Youth Served
Youth Served in Employment-Related Programs
Youth Served in Agency Supported and CETA Supported Programs
Youth Served by Major U.S. Regions

Programs ____ 13-16

Youth Employment Programs 1975–1978
Types of Programs Offered
Employment Programs for Inner City, Urban, Suburban and Rural Youth
Programs Supported by Agency Budgets and CETA Budgets
Programs by Major U.S. Regions
CETA Programs
Program Staff
Programs with Volunteer Services
Reasons for Not Offering Employment-Related Programs
Program Evaluation

Funding ____ 16-18

Funding for Youth Employment Programs
Range of Money Expended
Community Involvement

Future Programs ____ 18

Projections
Types of Future Programs
Sources of Future Funds

Summary ____ 19

American Red Cross Youth Services ____ 22
Boys' Clubs of America ____ 25
Boy Scouts of America ____ 29
Camp Fire, Inc. ____ 33
4-H Youth Programs ____ 37
Future Homemakers of America ____ 40
Girls Clubs of America ____ 43
Girl Scouts of the USA ____ 46
National Board of YMCAs ____ 50
National Board of the YWCA of the USA ____ 54
United Neighborhood Centers of America ____ 58

Section I—Figures

1. Characteristics of the Participants in the Youth Employment Programs in 1978 ____ 12
2. Youth Participation in Programs Supported by Agency Funds and CETA Funds in 1978 ____ 12
3. Types of Employment-Related Programs Offered in 1975–1977 and in 1978 ____ 13
4. Types of Youth Employment Programs with Volunteer Services ____ 16

Tables

1. Youth Employment Survey Return Rate for Phase I and Phase II ____ 9
2. Youth Served By All Agency Programs ____ 11
3. Youth Employment Programs Supported by Agency Funds and CETA Funds in 1978 ____ 14
4. Number and Percent of Respondents with 1978 Employment Programs and CETA Funded Programs ____ 15
5. Reasons Respondents Did Not Offer Employment-Related Programs ____ 16
6. Funding Sources for Employment-Related Programs ____ 17
7. Range of Money Expended in 1978 ____ 17
8. Money Expended for Employment-Related Programs 1975–1977 ____ 17
9. Community Involvement ____ 18
10. Future Program Plans ____ 18

Section II—Figures with Each Survey

1. Characteristics of the Participants in the Youth Employment Program in 1978
2. Types of Employment-Related Programs Offered in 1975–77 and in 1978

Appendices

Appendix A — Tables
1. Youth Served by All Agency Programs ____ 61
2. Funding Sources for Employment-Related Programs in 1978 ____ 61
3. Future Program Plans ____ 62
4. Future Funding Plans ____ 62

Appendix B — Major U.S. Region ____ 63

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Barbara J. Oliver
Project Director

The National Assembly of National Voluntary Health and Social Welfare Organizations, Inc., is an organization whose members consist of private health and social welfare agencies. To be a member, an agency must be national and voluntary, have broad lay citizen participation, be supported largely through voluntary contributions, and recognized as a nonprofit organization under Section 501 (c) (3) of the Internal Revenue Code. At present the National Assembly consists of thirty-six members.

Member agencies with common interests may join together. The National Collaboration for Youth, as an affinity group of the National Assembly, represents just such a group. Presently, thirteen member agencies comprise the National Collaboration for Youth; two agencies, Big Brothers/Big Sisters of America and The National Network, are recent members and were not included in this survey. The eleven agencies that were the focus of this survey are listed below.

American Red Cross Youth Services	ARYYS
Boys' Clubs of America	BCA
Boy Scouts of America	BSA
Camp Fire, Inc.	CF
4-H Youth Programs	4-H
Future Homemakers of America	FHA
Girl Scouts of the U.S.A.	GSUSA
Girls Clubs of America	GCA
National Board of Y.M.C.A.s	YMCA
National Board of Y.W.C.A. of the U.S.A.	YWCA
United Neighborhood Centers of America	UNCA

As part of the contract with the Department of Labor (Contract #99-8-1915-33-48), the National Collaboration for Youth was responsible for conducting a survey of the local youth-serving agencies affiliated with its member organizations. The purpose of the survey was to determine to what degree and in what way the above agencies are involved in providing employment and training activities for youth. In addition, it was hoped that the survey would identify the resources and capabilities available through these agencies to address youth employment problems.

The need for a survey of this nature is obvious. These eleven National Youth Serving Agencies serve millions of youth across the United States. Knowledge of the extent of involvement of each of the agencies' local member affiliates in providing employment-related services and programs for youth, and the general nature of those programs, is invaluable in planning, programming and funding efforts of each of the National Collaboration for Youth agencies, the Department of Labor, CETA prime sponsors, community based organizations, private sector employers, and many others involved in developing and conducting employment and training programs for youth.

It should be noted that while volunteers are often an integral part of each of these organizations, the question in the survey which relates to volunteers is specific to those involved in the employment related programs for youth.

On December 15, 1978, the National Assembly entered into a contract with Behavior Associates to survey the local affiliates of the eleven participating members of the National Collaboration for Youth.

The original objectives of the survey were formulated:

- to determine the extent to which, as well as how effectively, the resources and capabilities of youth-serving organizations are utilized in addressing youth employment problems.
- to demonstrate the experience and expertise that voluntary organizations have developed in serving young people and in dealing with youth employment and training problems, and to provide examples of successful programs and approaches.
- to identify areas for establishing linkages between voluntary youth organizations and other agencies that serve youth such as CETA prime sponsors, employment service agencies, school systems, community based organizations and the business community.
- to identify programs and approaches where CETA prime sponsors have maximized use of voluntary youth serving organizations and to demonstrate to others the resultant benefits.

After discussions and further projections of the methodology, original objectives were modified to reflect a survey format. Subsequently, some objectives were modified or determined as not appropriate for the survey format. Specifically, it was felt that the determination of "how effectively the resources and capabilities of the youth-serving organizations are utilized in addressing youth employment problems" was beyond the scope of a national mail survey.

Further, it was felt that providing examples of successful programs and approaches was also beyond the scope of a survey and might best be left to a follow-up through the development and submission of model programs as required by the Department of Labor contract.

After the development of a series of questions that reflected the objectives and the data needs of the participating National Organizations, the survey was field tested. Each of the eleven National Organizations submitted the names and addresses of three of their local member affiliates. A copy of the field-test version was mailed to them with a letter requesting an evaluation of the survey from a user's viewpoint. Of 33 field-test surveys mailed, 20 were returned. The input gained from the field-testing of the survey facilitated the development of the final version of the Youth Employment Program Survey.

With eleven participating National Organizations, the issue of to whom the survey should be sent was an important one. It was decided that the survey would be sent to each organization's corporate unit, defined as the unit responsible for program services and administration over a territorial jurisdiction *as contracted or chartered by the National Organizations*. Using this basic definition, each National Organization identified its own corporate units for the purpose of the survey and prepared the mailing list.

Four organizations, BCA, 4-H, FHA and YMCA, have a large number of corporate units. In consultation with representatives from each of the agencies, it was agreed that a random sample would be selected from the total number of corporate units. The 4-H sample included 15 randomly selected states and a random selection of 520 units within those states.

Because the total number of corporate units for the other seven participating National Organizations was small relative to the other four organizations, it was decided to mail the survey to each of their corporate units.

The survey was conducted in two Phases. In Phase I, 3,508 survey forms were mailed. The return rate was not evenly distributed among the participating organizations, as shown in Table 1. To help assure a more accurate tabulation of youth employment and training activities, a second survey Phase was contracted. Survey forms were mailed to those who did not respond in Phase I. The sample size for ARC-YS and the YMCA were increased as a result of correcting mailing errors and omissions; three organizations (BSA, 4-H, and FHA) elected not to participate in Phase II, the reopened survey.

Table 1—Youth Employment Survey Return Rate for Phase I and Phase II

	Phase I			Phase I & Phase II		
NVO	Sample Size	Number of Surveys Returned	% Return of Total Surveys Mailed	Sample Size	Number of Surveys Returned	% Return of Total Surveys Mailed
ARC-YS[1]	128	40	31	188	70	37
BCA	300	109	36	300	209	70
BSA[2]	420	250	60	420	253	60
CFG	330	81	25	330	231	70
4-H[2]	520	96	18	520	96	18
FHA[2]	400	23	6	400	23	6
GCA	120	57	48	120	80	67
GSUSA	348	146	42	348	227	65
UNCA	114	33	29	114	58	51
YMCA[3]	404	73	18	934	315	34
YWCA	424	97	23	424	254	60
TOTAL	3,508	1,005	29	4,098	1,816	44

[1]In Phase II, ARC-YS increased sample size by 60 corporate units.
[2]BSA, 4-H & FHA elected not to resurvey in Phase II.
[3]In Phase II, YMCA increased sample size to include total population of corporate units.

Table 1 shows the number of corporate units surveyed for each National Organization, the number of surveys returned and the percent of surveys returned for each organization in Phase I and in Phases I and II combined. Overall, the return rate for the eleven participating National Organizations was 44% of the total surveys mailed.

The Report

This report is presented in two sections. Section I is an analysis of the responses of the 1,816 corporate units of the eleven National Youth Serving Agencies. For simplicity, those corporate units which returned completed surveys, are referred to as RESPONDENTS. All data have been summed to yield a national view of the Youth Employment Programs.

Section II of the report contains an analysis for each of the eleven National Youth Serving Agencies. The responding corporate units are again referred to as RESPONDENTS.

In both sections; the information presented refers to youth employment programs during three periods: The Past (1975–1977), The Recent Past (1978) and the Future. The greatest number of questions in The Youth Employment Survey refer to The Recent Past (1978) activities of the respondents. In most cases, 1978 information is presented first, and, when possible, followed by information about 1975–1977 and/or the Future.

The data are presented in a variety of formats. Figures and tables have been used for ease of interpretation. When reading figures or tables, please note that the percentages may not total 100% due to rounding.

Youth

Youth Served by The Respondents

The surveyed affiliate organizations offer a wide range of services to youth and their families. In order to identify the geographic area served by the organizations and the geographic sources for the youth recruited for all programs and services, the following question was asked:

Please tell us what percent of the youth, which your agency serves, reside in the following areas: Inner City, Urban, Suburban and Rural?

The response to this question indicated that the respondents recruit and serve youth on a fairly even distribution from each of the four geographic areas served by these agencies.

There was no working definition for the listed geographic areas, so replies were subject to individual interpretations. Nonetheless, the URBAN areas seem to have the highest percentage of youth served, while the majority, 55% of the respondents, indicated that they did not serve youth residing in the INNER CITY areas. Table 2 presents the percentage of youth served by the respondents across the four geographic areas.

Youth Served in Employment-Related Programs

The respondents reported that a total of 287,992 youth participated in a wide variety of employment-related programs during 1978. This participation represents a national mean of 263 youth per program; however, the median of 35 youth per program is more accurate reflection of the participation level per program.

In Figure 1, the characteristics of the youth participants in employment programs are presented. A majority (61%) of the youth were MALE, while 39% were FEMALE.

The ethnic characteristics data indicate that the youth were predominately WHITE (69%). The proportion of other ethnic/cultural groups are as follows: BLACK/AFRO-AMERICAN (21%), HISPANIC (5%), ORIENTAL/ASIAN (3%), AMERICAN INDIAN (1%), OTHER (1%). In addition, the youth in employment-related programs tended to reside primarily in SUBURBAN (34%) and URBAN (28%) areas. Nineteen percent of the youth were reported living in RURAL and INNER CITY areas each.

To what extent were youth with special needs involved in the youth employment programs? The respondents reported serving only a small percent of special needs youth; i.e. LEARNING DISABLED (5%), YOUTH OFFENDERS (2%), PHYSICALLY HANDICAPPED (2%) and STATUS OFFENDERS (1%).

Tabulations of family income levels indicated that 42% of the youth lived in families with annual incomes between $10,000 and $19,999, 36% of the youth had families with annual incomes below $10,000 per year, while 21% had families with incomes above $20,000 annually.

Table 2—Youth Served by All Agency Programs. Respondent's Identification of Service by Geographic Areas

	Percent of Respondents											
	ARC-YS	BCA	BSA	CF	4-H	FHA	GCA	GSUSA	UNCA	YMCA	YWCA	All Respondents
Inner City												
No Youth	41%	40%	46%	53%	79%	88%	64%	60%	13%	53%	48%	55%
1–50%	52%	17%	53%	39%	21%	0%	13%	40%	7%	38%	32%	32%
51–100%	7%	43%	1%	8%	0%	12%	22%	1%	80%	9%	20%	14%
Urban												
No Youth	39%	45%	22%	31%	50%	77%	39%	35%	70%	38%	36%	39%
1–50%	49%	38%	68%	46%	42%	12%	25%	48%	17%	42%	37%	43%
51–100%	13%	17%	10%	23%	8%	12%	36%	18%	13%	20%	27%	18%
Suburban												
No Youth	30%	56%	32%	41%	48%	77%	55%	39%	85%	38%	45%	44%
1–50%	56%	34%	54%	30%	35%	12%	33%	40%	13%	38%	42%	38%
51–100%	14%	10%	14%	29%	17%	12%	12%	22%	2%	25%	14%	18%
Rural												
No Youth	59%	62%	16%	27%	14%	53%	70%	25%	94%	37%	67%	41%
1–50%	41%	32%	55%	65%	46%	12%	28%	62%	4%	53%	32%	46%
51–100%	0%	6%	30%	8%	40%	35%	2%	13%	2%	10%	1%	13%

*These data represent the entire youth membership of the respondents and is not limited to the youth involved in employment programs. Figures are percent of respondents and should be read, for example: 49% of the respondents from the *ARC-YS* indicated that 1–50% of the youth served reside in the Urban Area

or

43% of *all respondents* indicated that 1–50% of the youth served reside in the Urban Area.

Figure 1 — Characteristics of the Participants in the Youth Employment Programs in 1978

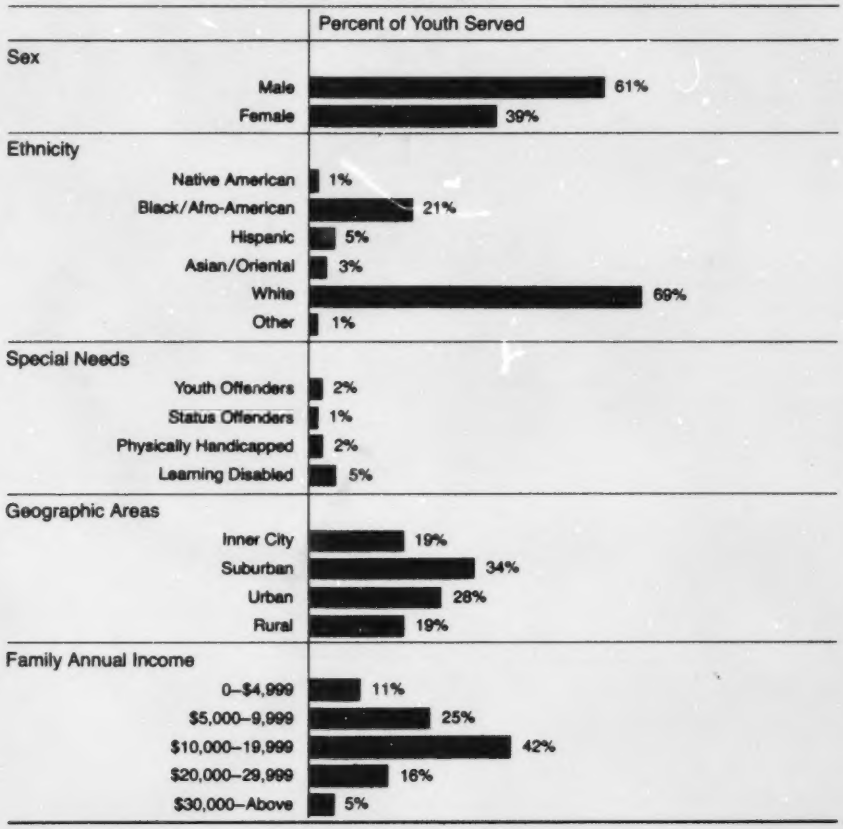
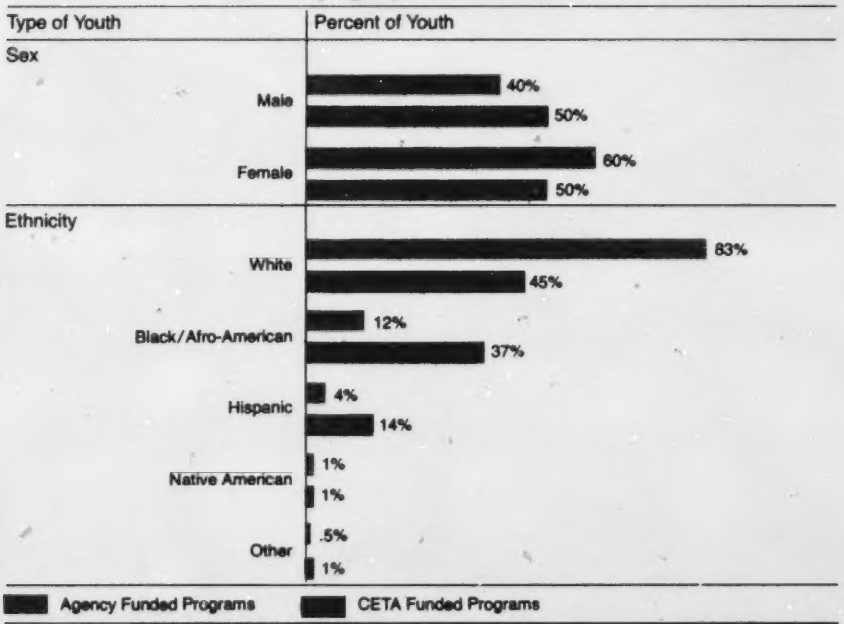


Figure 2 — Youth Participation in Programs Supported by Agency Funds and CETA Funds in 1978



Youth Served in Agency Supported and CETA Supported Programs

Are the characteristics of the youth different for those who were involved in programs supported by agency budgets versus programs supported by CETA budgets?

There appears to have been a clear difference between these two groups. Youth in CETA funded programs were 50% MALE and 50% FEMALE, whereas in Agency supported programs more were FEMALE (60%) than MALE (40%). In addition, CETA funded programs involved more minority populations, particularly BLACKS and HISPANICS, than youth who were involved in Agency supported programs. Figure 2 presents data which illustrate these differences.

One can conclude that CETA programs enable the youth serving organizations to better meet the employment training needs of minority groups and women. Since one of the goals of CETA is to meet the employment needs of minority groups such as BLACKS and HISPANICS, it would appear that the National Organizations are helping to fulfill this goal.

Youth Served by Major U.S. Regions

What was the distribution of youth in the four major U.S. regions?

North Central	*South*
North East	*West*

The responses indicated the following percentages:

30% live in the NORTH CENTRAL
25% live in the NORTH EAST
25% live in the SOUTH
20% live in the WEST

The median number of youth was stable across the four regions and ranged from 32 per program in the NORTH CENTRAL to 39 per program in the WEST. The U.S. Regions are defined in Appendix B.

Were the National Organizations responsive to the ethnic distribution of Youth? The answer is yes. In the SOUTH and WEST where there is a greater number of NATIVE AMERICANS than the NORTH EAST or NORTH CENTRAL, the median number of youth per program was also greater.

Specifically, the median number of NATIVE AMERICAN youth per program was 4 in the SOUTH and WEST, 3 in the NORTH CENTRAL and 1 in the EAST. In the SOUTH, NORTH EAST and NORTH CENTRAL where the number of BLACKS is greater than the WEST, the median number per program is also greater. Specifically, the median number of

BLACKS/AFRO-AMERICANS per program was 15 in the SOUTH, 12 in the NORTH EAST, 11 in the NORTH CENTRAL and 5 in the WEST. The same trend appears to be true for the remaining ethnic groups, i.e., for HISPANICS the median number of youth per program was 10 in the SOUTH, 8 in the WEST, 7 in the NORTH EAST and 5 in the NORTH CENTRAL; for ORIENTAL/ASIAN AMERICAN youth the median number was 3 youth per program in the WEST, 2 in the NORTH EAST, 1 in the SOUTH and none in the NORTH CENTRAL; for WHITE youth the median number was 24 per program in the NORTH EAST, 21 in the NORTH CENTRAL, 20 in the SOUTH and 17 in the WEST.

Programs

Youth Employment Programs 1975–1978

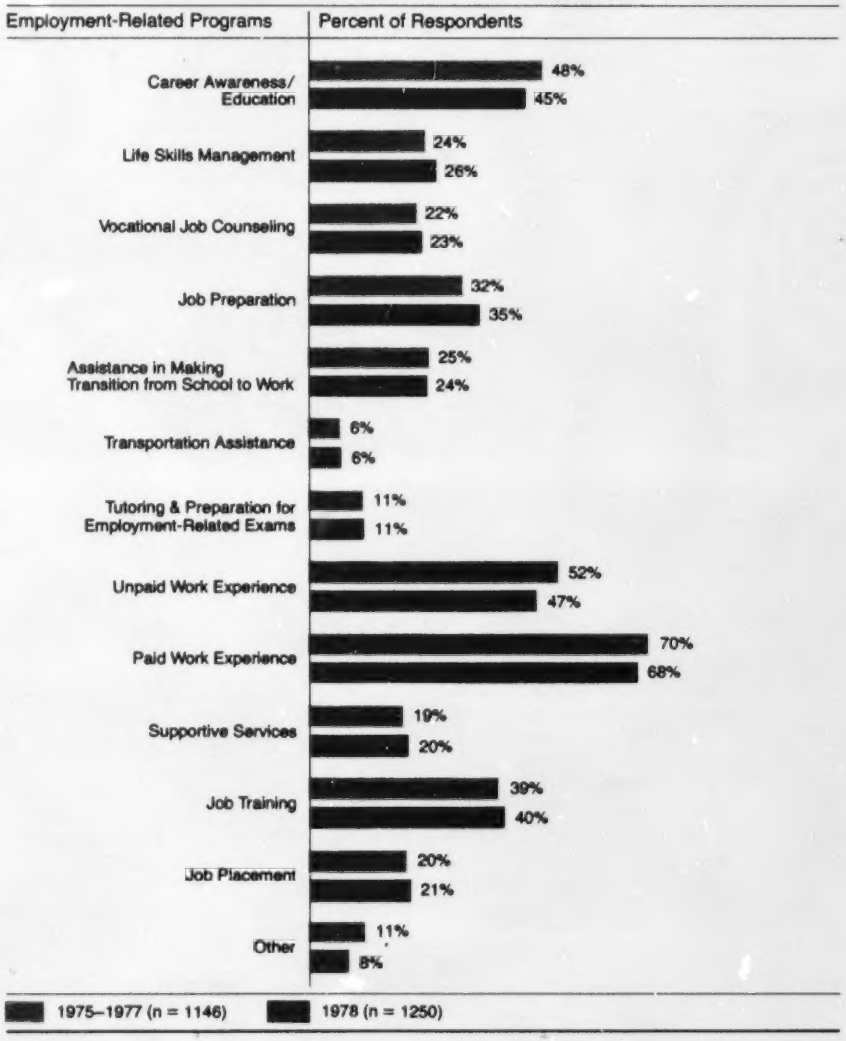
The information presented in this section represents data about the respondent's Youth Employment Programs. Information about 1978 programs is presented first and, when possible, comparisons with 1975–1977 programs are made.

A total of 4,737 separate and distinct youth employment-related programs was offered in 1978. As of June 1979, 73% of these program services were still being offered to youth. Of the total reported, 41% operated only during the summer. The mean number of programs offered was four per respondent; however, the median was two. Interestingly, the number of separate and distinct programs ranged from 1 to 99.

For the three-year period, 1975 through 1977, the respondents reported a total of 5,923 employment-related programs for youth. Of these, 2,617 programs were operated only during the summer. In 1978, 4,737 employment-related programs were offered, with 1,944 of them offered only during the summer months. By comparing the number of programs offered between 1975 and 1977 (5,923) with those offered in 1978 (4,737), it can be seen that the number of programs offered in 1978 approaches the number offered during the *previous three-year period*, constituting a rather dramatic increase in the availability of youth employment programs.

In addition, it should be noted that over the past four years there has been a steady increase in the number of respondents financially supporting employment-related programs for youth. In 1975, 949 respondents reported expending money on such programs, the number increased to 985 in 1976, 1,009 in 1977 and 1,250 in 1978; 1978 demonstrated the most dramatic increase.

Figure 3 — Types of Employment-Related Programs Offered in 1975–1977 and in 1978



Types of Programs Offered

What types of programs were offered to the youth? The data presented in Figure 3 show the types of employment-related programs that have been offered by the affiliates over the past four years. The data are highly consistent between 1975–1977 and 1978 and indicate that each agency basically emphasized the same program areas in 1978 as it did between 1975–1977. The most frequently offered programs were PAID or UNPAID WORK EXPERIENCE, and CAREER AWARENESS/EDUCATION. Other areas that were emphasized to a lesser degree were JOB TRAINING, JOB PREPARATION, LIFE SKILLS MANAGEMENT, VOCATIONAL JOB COUNSELING, SUPPORTIVE SERVICES and ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK. Infrequently emphasized areas were TUTORING and PREPARATION for EMPLOYMENT-RELATED EXAMS and TRANSPORTATION ASSISTANCE.

Employment Programs for Inner City, Urban, Suburban & Rural Youth

Did the youth employment programs emphasize different program content depending upon the geographic area served?

Four geographic areas were identified in the survey; INNER CITY, URBAN, SUBURBAN and RURAL. The respondents were asked to indicate what percent of the youth in their youth employment

programs came from each of these areas. Because the range of percentages could be from 0% to 100% for each of these areas, it was decided to present information about programs for those respondents who indicated a level of service of 50% or more.

The data reveal that programs with predominately INNER CITY youth, participated in mainly PAID WORK EXPERIENCE programs, probably CETA funded. Fifty-three percent of the respondents said they provided JOB TRAINING and another 51% said they provided JOB PREPARATION programs for INNER CITY youth.

Programs for predominately URBAN, SUBURBAN and RURAL youth also emphasized PAID WORK EXPERIENCE, but to a lesser degree than the programs for INNER CITY youth. Programs for predominately URBAN and SUBURBAN youth emphasized UNPAID WORK EXPERIENCE and CAREER AWARENESS/EDUCATION. Programs for predominately RURAL youth tended to emphasize CAREER AWARENESS/EDUCATION and JOB PREPARATION experience.

Clearly, the youth employment programs were focused on different program content areas depending upon the geographic area served. It is logical to assume that the reason for different program content in the four primary geographic areas was because the employment and training needs of the youth differed. If this were so, the respondents can be credited with being responsive to the needs of the youth.

Table 3—Youth Employment Programs Suported by Agency Funds and CETA Funds in 1978

Employment-Related Programs	Percent of Respondents	
	Agency Funds	CETA Funds
Career Awareness/Education	52%	31%
Life Skills Management	28%	15%
Vocational Job Counseling	17%	20%
Job Preparation	25%	39%
Assistance in Making Transition from School to Work	13%	18%
Transportation Assistance	2%	5%
Tutoring & Preparation for Employment-Related Exams	4%	13%
Unpaid Work Experience	47%	28%
Paid Work Experience	55%	79%
Supportive Services	14%	16%
Job Training	24%	47%
Job Placement	8%	24%
Other	12%	13%

Agency Funds (n = 265) CETA Funds (n = 131)

Programs Supported by Agency Budgets and CETA Budgets

What types of youth employment programs were supported by agency budgets versus CETA only budgets in 1978?

The information that follows represents those respondents who indicated that their source of funding for their youth employment programs came only from their Agency budgets or only from their CETA budgets. Respondents with combined funding sources are not included.

Table 3 illustrates that CETA monies supported primarily programs that were PAID WORK EXPERIENCE, JOB TRAINING and JOB PREPARATION. Agency budgets mainly supported PAID WORK EXPERIENCE, CAREER AWARENESS/EDUCATION and UNPAID WORK EXPERIENCE. Although PAID WORK EXPERIENCE was the primary emphasis of both CETA and Agency funded programs, there were 24% more respondents with PAID WORK EXPERIENCE programs supported by CETA funds than by Agency funds. In addition, 13% of the respondents with CETA funded programs reported offering TUTORING and PREPARATION for EMPLOYMENT-RELATED EXAMS and 24% offered special JOB PLACEMENT activities. These figures are considerably higher than those indicated by respondents with Agency supported programs.

CETA monies appear to support primarily those types of programs that build basic skills, knowledge and attitudes relating to employment and employability; i.e., WORK EXPERIENCE, JOB PREPARATION and TRAINING. This approach is consistent with the philosophy of CETA to build and develop these types of skills in youth who lack them.

Agency budgets reflect an emphasis on WORK EXPERIENCE, but also on such things as expanding the youth's awareness of various career opportunities and, in general, LIFE SKILLS MANAGEMENT.

Programs by Major U.S. Regions

What was the distribution of the respondents that offer youth employment programs?

North Central *South*
North East *West*

For those respondents with Youth Employment Programs in 1978, their geographic distribution was as follows:

32% are in the NORTH CENTRAL
28% are in the NORTH EAST
20% are in the SOUTH
19% are in the WEST

It is clear that a majority (60%) of the respondents to the Youth Employment Survey came from the NORTH EAST or NORTH CENTRAL regions. It is also clear that the WEST had the smallest percentage of respondents from the four regions. Table 4 further illustrates the findings. The U.S. regions are defined in Appendix B.

CETA Programs

What was the distribution of CETA programs by the four geographic regions? As can be seen in Table 4, 30% of respondents with CETA programs came from the NORTH EAST, 28% from the NORTH CENTRAL, 25% from the SOUTH and 17% from the WEST. CETA programs approximately parallel the general population distribution of the United States.

Table 4—Number and Percent of Respondents with 1978 Youth Employment Programs by Geographic Regions

Geographic Region	Respondents with 1978 Youth Employment Programs	
	Number of Respondents	% of Total Respondents
North East	323	28%
North Central	364	32%
South	223	20%
West	211	19%
TOTAL	1,121*	

Number and Percent of Respondents with 1978 CETA Funded Programs by Geographic Regions

Geographic Region	Respondents with 1978 CETA Funded Programs	
	Number of Respondents	% of Total Respondents
North East	162	30%
North Central	153	28%
South	135	25%
West	89	17%
TOTAL	539	100%

*This figure does not equal the total reported earlier of 1,250 because some respondents did not indicate their geographic region.

Program Staff

The respondents were requested to provide the number of paid staff positions and the average number of hours worked in monthly employment related programs. These positions could be full or part-time and were to include professional, technical and support staff positions. The same request was applied to volunteers.

A total of 11,259 PAID STAFF and 48,223 VOLUNTEERS was reported. While the mean number of VOLUNTEERS far exceeds the mean number of PAID STAFF, the median of three PAID STAFF and five VOLUNTEERS per program is a more accurate reflection of the staffing patterns.

The responses indicated that the mean number of hours per month devoted to employment programs by PAID STAFF was 99 and 113 hours by VOLUNTEERS. The median reveals, however, that the number of hours per month is closer to 49 hours for PAID STAFF and 10 hours for VOLUNTEERS.

The involvement of volunteers is a major strength of the Voluntary Youth Serving Agencies and that strength is demonstrated in this survey.

If one uses the median number of volunteered hours per month, per respondent, and multiplies that figure by the number of respondents with employment-related programs in 1978, an estimate of the total number of volunteered hours per month could be obtained across all respondents. Since the median was 10 volunteered hours per month and there 1,250 respondents with programs in 1978, total estimated hours per month is 12,500. Without taking into account the many professional roles and responsibilities performed by volunteers, an application of the minimum wage of $2.90 per hour would equal $36,250 monthly. Annually, this would amount to $435,000.

Programs with Volunteer Services

Fifty-four percent of the respondents reported VOLUNTEER services in youth employment programs during 1978, at a total estimate of 12,500 hours per month.

To ascertain if the use of volunteers alters the type of program or program emphasis, a comparison of the surveys from those respondents who reported having volunteers involved in their youth employment programs during 1978 (Figure 4) with all respondents having youth employment programs during 1978 (Figure 3) was made.

The results indicated that VOLUNTEERS were involved in all of the program categories identified in 1978 (Figure 3). Further, the comparison revealed that the programs in which volunteers served represented a higher percentage of programs offered in all categories than offered by the combined respondents. For example, in 1978, 45% of all the respondents reported providing CAREER AWARENESS/EDUCATION programs, whereas 60% of the respondents with volunteer services reported providing CAREER AWARENESS/EDUCATION programs. Among the indications of the thrust of volunteer services are programs of LIFE SKILLS MANAGEMENT, UNPAID WORK EXPERIENCE and JOB PREPARATION.

Reasons for Not Offering Employment-Related Programs

For the period 1975–1977, 670 (37%) of the responding agencies reported that they did not offer employment-related programs. For 1978, however, there was a modest decrease in the number, 566, and percentage, 31%, of those not offering employment-related services.

Among the reasons given for not including employment-related programs in the array of locally offered services, the majority of the respondents for both periods indicated that it was NOT A PROGRAM PRIORITY. NO KNOWN FUNDING SOURCES and INSUFFICIENT STAFF were two other frequently cited responses for the period 1975–1977 and 1978.

In 1978, employment-related programs became somewhat more of a program priority and the agencies were more successful in getting funding and program development assistance. However, agencies still had to contend with an insufficient number of staff available for employment-related programs. Responses are summarized in Table 5.

Figure 4 — Types of Youth Employment Programs With Volunteer Services

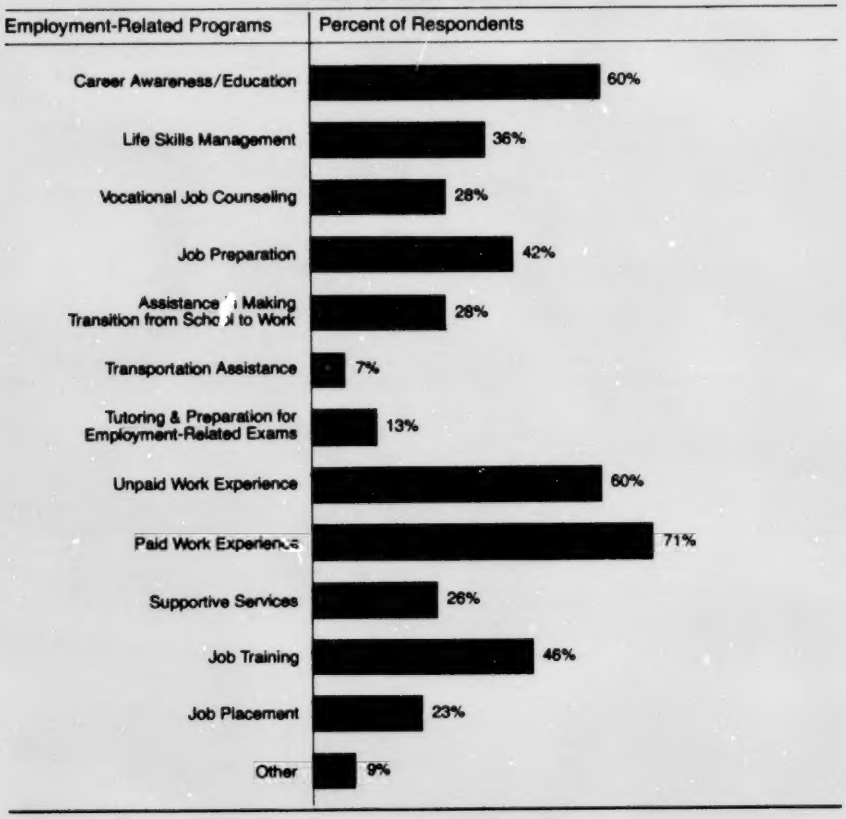


Table 5—Reasons Respondents Did Not Offer Employment Related Programs

Reasons	Percent of Respondents 1975–77	Percent of Respondents 1978
Not a Program Priority	53%	50%
No Known Funding Source	42%	36%
Insufficient Number of Staff	40%	45%
No Program Development Assistance	25%	20%
Do Not Know for Sure	17%	10%
No Board of Directors Approval	11%	9%
No Community Need	8%	8%
Other	15%	17%

1975–77 N = 670 1978 N = 566

Program Evaluation

Sixty-eight percent of the respondents indicated that some form of evaluation of their programs was conducted. Of those agencies that had an evaluation performed, 53% conducted their own INTERNAL EVALUATION, 20% had an evaluation performed by a FEDERAL/STATE/LOCAL GOVERNMENTAL AGENCY and only 6% used an OUTSIDE EVALUATION FIRM. However, 38% of the agencies said that a written report was available, indicating that evaluations probably tended to be rather informal.

Due to the prevalence of funding from agency budgets for employment-related programs, the emphasis on internal evaluation is logical. In addition, the lower percentages of FEDERAL/STATE/LOCAL GOVERNMENTAL AGENCY or OUTSIDE EVALUATION FIRM evaluations are also consistent with the analysis of the source of program monies presented earlier in this report.

Funding

Funding for Youth Employment Programs

Table 6 presents data regarding the proportion of money expended by the agencies for 1978 employment-related programs according to the source of funding. Because an agency could have had more than one source of funding for its employment-related programs, the percentages total more than 100%.

The data clearly indicate that the primary source of funding was the AGENCIES' OWN BUDGETS. Although most respondents checked more than one source of funding, 61% indicated that their OWN BUDGET supported many of their youth employment programs. The next most frequently indicated source (44%) was CETA TITLE II, III or IV monies. Other than the above two categories of funding sources, the remaining categories were infrequently checked by the respondents. Only 9% of the respondent's monies came from a UNITED WAY (SPECIAL GRANT), 8% from the LOCAL BUSINESS COMMUNITY, 7% each from STATE FUNDS and PRIVATE FOUNDATIONS, and 6% each from CIVIC/SERVICE CLUBS and CITY FUNDS. Less than 5% of the respondents indicated each of the following sources of money: STATE, COUNTY, L.E.A.A., TITLE XX, HEW sources or CORPORATIONS or CORPORATE FOUNDATIONS. Seven percent of the respondents listed an OTHER source. In general, these data reflect a diversified but low-level funding pattern by the member affiliates for youth employment programs.

Table 6—Funding Source for Employment-Related Programs

Funding Source	Percent of Respondents 1978	Percent of Respondents with Funding Plans
Agency Budget	61%	0
CETA Title II, III or IV	44%	46%
United Way (Special Grant)	9%	15%
Local Business Community	8%	17%
Civic/Service Club	6%	18%
Private Foundations	7%	18%
Corporations or Corporate Foundations	11%	9%
State Funds (Non CETA or Title XX)	7%	7%
County Funds (Non CETA or Title XX)	4%	6%
City Funds (Non CETA or Title XX)	6%	7%
L.E.A.A.	4%	7%
Title XX	4%	5%
HEW	1%	4%
Vocational Rehabilitation	0	2%
Other	7%	12%

Table 7—Range of Money Expended by The Respondents in 1978 According to Funding (All figures are percent of respondents)

Funding Sources	None	$5,000 or Less	$5,001–$25,000	$25,001–$50,000	$50,001–$100,000	$100,001 or more
Agency Budget	39	40	16	3	1	1
CETA Title II, III or IV	56	20	18	3	0	2
United Way (Special Grant)	91	4	3	1	0	0
Local Business Community	91	7	1	1	0	0
Civic/Service Club	94	7	0	0	0	0
Private Foundations	93	5	2	0	0	0
Corporations or Corporate Foundations	96	3	1	0	0	0
State Funds (non CETA or Title XX)	93	4	2	1	0	0
City Funds (non CETA or Title XX)	94	3	1	0	0	0
County (non CETA or Title XX)	96	3	1	0	0	0
L.E.A.A.	96	2	2	0	0	0
Title XX	96	3	1	0	0	0
HEW	99	1	0	0	0	0
Other	92	5	1	0	0	0

Table 8—Money Expended for Employment Related Programs

Amount of Money	Percent of Respondents 1975	Percent of Respondents 1976	Percent of Respondents 1977
No Money	20%	15%	14%
$1,000–$5,000	51%	53%	50%
$5,001–$25,000	21%	34%	26%
$25,001–$50,000	3%	4%	5%
$50,001–$100,000	2%	2%	2%
$100,000 or more	3%	3%	3%

Range of Money Expended

Table 7 presents the source of funding and the range of money expended by the respondents for youth employment programs in 1978.

With regard to Table 7, except for their own Agency budgets and some CETA monies, most (91%–99%) of the respondents reported not receiving money for their employment-related programs from any other possible funding sources. Further, when agencies did receive money from any of the funding sources, that amount tended to be small, usually less than $25,000.

Table 8 illustrates how much money the respondents expended for employment-related programs in 1975, 1976 and 1977. The data are consistent from year to year; however, a slight increase in the amount of money expended each year is indicated. This increase can be observed in several ways. First, there was a reduction, over three years, of agencies expending no money on employment-related programs and second, there was a slight decrease in agencies expending a small amount of money ($1,000 to $5,000). It is difficult to judge the role inflation plays in these figures; however, all things being equal, inflation would cause part of these slight increases to occur.

Another important factor influencing the slight monetary increases is the number of local member affiliates offering employment-related programs. As previously mentioned, there has been a steady increase of affiliates offering employment-related programs over the past four years.

Although specific dollar amounts were not available, there appears to have been an increase in money expended on youth employment programs over the four years covered in the survey.

Community Involvement

A question of central importance is: *To what extent were the respondents involved with other community agencies in planning, developing or implementing employment-related programs for youth?* In Table 9, a diversified picture of the responses is presented. In general, the affiliates were involved with a variety of public and private community agencies in planning and implementing employment-related programs. Of all community agencies, CETA PRIME SPONSORS are the organizations with which the respondents were most involved. Forty-five percent indicated that they were INVOLVED to VERY INVOLVED with CETA PRIME SPONSORS in planning, developing or implementing employment-related programs for youth. Thirty-eight percent said they were INVOLVED to VERY INVOLVED with the SCHOOLS and EDUCATIONAL SYSTEM. Between 20% and 28% indicated that they were INVOLVED or VERY INVOLVED with EMPLOYMENT SERVICES AGENCIES, OTHER YOUTH SERVING ORGANIZATIONS, the BUSINESS COMMUNITY or COLLEGES and UNIVERSITIES. Almost NO INVOLVEMENT was indicated for the PRIVATE AGENCIES in the community CIVIC/SERVICES ORGANIZATIONS or with ORGANIZED LABOR.

Table 9—To What Extent Were The Respondents Involved with Other Agencies in The Planning, Development, or Implementation of Current Employment-Related Programs for Youth?

Agencies	Community Involvement: Very Involved 1	2	3	4	Not Involved 5
	Percent of Respondents				
CETA Prime Sponsors	30%	15%	18%	9%	29%
Employment Services Agencies	10%	10%	22%	18%	40%
Other Youth Serving Organizations	13%	15%	24%	16%	32%
Private Agencies	4%	8%	14%	16%	58%
Business Community	12%	15%	22%	15%	40%
Schools & Educational System	18%	20%	22%	10%	30%
College & Universities	11%	15%	21%	17%	35%
Organized Labor	1%	3%	7%	12%	78%
Civic/Service Organizations	6%	11%	21%	18%	44%

Future Programs

Projections

Forty-three percent of the respondents who had Youth Employment-Related Programs in 1978 indicated plans to increase their programming in this area in the future. Fifty percent had plans to maintain the current level of program services, while less than 2% planned any decrease in emphasis or effort. Of those respondents who had no Youth Employment-Related Programs in 1978, 37% indicated plans to become involved in such programs in the future. The picture appears quite clear. A majority of respondents with programs in 1978 will either increase their involvement in youth employment-related programs, or maintain their current level of involvement. In the future, many respondents who had no 1978 programs in this area plan to become involved.

Table 10—Future Program Plans

Types of Programs	Percent of All Respondent Who Plan Future Programs
Career Awareness/Education	50%
Life Skills Management	27%
Vocational Job Counseling	21%
Job Preparation	31%
Assistance in Making Transition from School to Work	22%
Transportation Assistance	5%
Tutoring & Preparation for Employment-Related Exams	10%
Unpaid Work Experience	43%
Paid Work Experience	51%
Supportive Services	19%
Job Training	31%
Job Placement	17%
Other	7%

Types of Future Programs

Table 10 represents the future programming emphases for all respondents planning to have employment-related programs for youth in the next twelve months. The pattern is similar to the emphases placed on the programming for youth employment programs seen in the previous four years. In essence, the respondents who plan to have programs will emphasize both PAID and UNPAID WORK EXPERIENCES and CAREER AWARENESS/EDUCATION. Other areas of emphasis will include LIFE SKILLS MANAGEMENT, JOB PREPARATION, JOB TRAINING and VOCATIONAL JOB COUNSELING.

Sources of Future Funds

As can be seen in Table 6, a large percentage (46%) of the agencies plan to seek monies from CETA (Title II, III or IV) for future employment-related programs. This emphasis upon seeking CETA monies is consistent with previous (1978) efforts of the agencies. When compared with the 1978 funding pattern, the respondents indicated that there will be increased effort to obtain monies from all funding sources, with the greatest increase directed toward obtaining financial support from PRIVATE FOUNDATIONS, LOCAL CIVIC/SERVICE CLUBS, the LOCAL BUSINESS COMMUNITY and UNITED WAY (SPECIAL GRANT). Other than CETA, the emphasis is clearly upon seeking monies from NON-GOVERNMENTAL sources.

Thirteen member agencies of the National Assembly of National Voluntary Health and Social Welfare Organizations, Inc. have joined together to form the National Collaboration for Youth. Eleven of the agencies are the focus of this survey and are listed below in alphabetical order.

American Red Cross–Youth Services
Boy Scouts of America
Boys' Clubs of America
Camp Fire, Inc.
4-H Youth Programs
Future Homemakers of America
Girl Scouts of the U.S.A.
Girls Clubs of America
National Board of Y.M.C.A.s
National Board of Y.W.C.A. of the U.S.A.
United Neighborhood Centers of America

As a part of the contract from the Department of Labor (Contract #99-8-1915-33-48), a survey was to be conducted of the local youth serving agencies affiliated with these member organizations. The purpose of the survey was to determine to what degree and in what way the agencies were involved in providing employment-related programs for youth.

Development of The Youth Employment Program Survey

On December 15, 1978, the National Assembly contracted Behavior Associates to conduct the survey of the local member affiliates of eleven of the participating member agencies of the National Collaboration for Youth. The proposed survey questions were reviewed by the Project's Advisory Committee for input and modification. The suggestions and recommendations were incorporated into a field-test version of the survey. Three local affiliates of each of the eleven member agencies were sent copies of the field-test version and a letter requesting them to evaluate the survey from a user's viewpoint. Of the 33 field-test surveys mailed to the local affiliates, 20 were returned. Input gained from the field-test of the survey was incorporated into the final version of the Youth Employment Survey.

The Survey Sample

The Survey was sent to each organization's corporate unit, defined as the unit responsible for program services and administration over a territorial jurisdiction as contracted or chartered by the National Organization. Depending upon the size of the population, either a random sample was selected or the total sample was used. The Survey was conducted in two phases. During Phase I, 3,508 surveys were mailed and 1,005 were returned completed. In hopes of increasing the return rate, Phase II was implemented. During this Phase, a second survey form was sent to the nonrespondents in Phase I. In some instances, sample sizes were increased as a result of mailing list corrections. The total number of surveys mailed during Phase I and Phase II was 4,908. The total number of surveys returned was 1,816, which constitutes a 44% return rate.

Youth Served in Employment-Related Programs

The respondents reported that a total of 287,992 youth participated in a wide variety of employment-related programs during 1978. This participation represents a national median of 35 youth per program. The majority (61%) of the youth were MALE, while 39% were FEMALE. The youth were predominately WHITE (69%), BLACK/AFRO-AMERICAN (21%) and HISPANIC (5%) and lived primarily in the SUBURBAN (34%) and URBAN (28%) areas. Forty-two percent of the youth lived in families with annual incomes between $10,000 and $19,999, 36% of the youth had families with annual incomes below $10,000 per year, while 21% had families with incomes above $20,000 annually.

The Youth Employment Programs 1975—1978

A total of 4,737 separate and distinct youth employment-related programs were offered in 1978. Of this total, 41% operated only during the summer. The mean number of programs offered was 4 per respondent while the median was 2. A total of 5,923 employment-related programs for youth was reported for the 1975–1977 period. Summer-only programs comprised 44% of this total. Interestingly, the total number of programs offered in 1978 approached the total number offered during the previous three-year period.

Types of Programs Offered

The data indicate that each agency basically emphasized the same program areas in 1978 as it did between 1975–1977. The most frequently offered programs were PAID or UNPAID WORK EXPERIENCE and CAREER AWARENESS/EDUCATION. The programs that received somewhat less of an emphasis were JOB TRAINING, JOB PREPARATION, LIFE SKILLS MANAGEMENT, VOCATIONAL JOB COUNSELING, SUPPORTIVE SERVICES and ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK.

CETA Supported Programs

This survey reveals that a large percentage (54%) of the local member affiliates of the eleven National Youth Serving Organizations have youth employment programs supported by CETA (Title II, III or IV) funds. These programs varied greatly in content and focus but tended to emphasize the experiential aspects of the world of work, preparation and training for employment and job placement.

An equal distribution of male and female youth participated in the various CETA programs. Forty-five percent of the youth in CETA programs were WHITE, 37% BLACK/AFRO-AMERICAN and 14% HISPANIC. When compared with all programs, CETA programs showed an increase in females and ethnic minority group participation.

Next to Agency budgets, CETA was the largest supporter of youth employment programs for the respondents. It appears that CETA has provided the means to increase the number of employment-related programs over the past four years.

Community Involvement

Community organizations with which the respondents were most involved were CETA PRIME SPONSORS, with 45% indicating that they were INVOLVED to VERY INVOLVED with CETA PRIME SPONSORS in planning, developing and implementing employment-related programs for youth. Thirty-eight percent said they were INVOLVED to VERY INVOLVED with SCHOOLS and EDUCATIONAL SYSTEMS while 20%–28% indicated that they were INVOLVED or VERY INVOLVED with EMPLOYMENT SERVICES AGENCIES, OTHER YOUTH SERVING ORGANIZATIONS, THE BUSINESS COMMUNITY or COLLEGES and UNIVERSITIES.

Funding for Youth Employment Programs

Sixty-one percent of the respondents indicated that their youth employment programs were supported by their regular operating budget. The next most frequently indicated source of funds (44%) was CETA (Title II, III or IV). Other than these two categories of funding sources, the remaining categories were infrequently indicated.

Range of Money Expended

The respondents reported that the monies they received from any funding source tended to be rather small, usually less than $25,000. Although specific dollar amounts were not available, there appears to have been an increase in money expended in youth employment programs over the four years covered in the survey.

Program Staff

A total of 48,223 VOLUNTEERS and 11,259 PAID STAFF were involved in the employment-related programs in 1978. The median number of hours per month devoted to the employment-related programs per VOLUNTEER was 10, while the median number per PAID STAFF was 49. Using the minimum wage of $2.90, a total monthly dollar value contributed by VOLUNTEERS would be $36,250. Annually this would amount to $435,000.

Program Evaluation

Sixty-eight percent of the respondents indicated that some form of evaluation of their programs was conducted. Fifty-three percent performed their OWN INTERNAL EVALUATION, 20% had an evaluation performed by a FEDERAL/STATE/LOCAL GOVERNMENTAL AGENCY, and 6% indicated using an OUTSIDE EVALUATION FORM. Of the 68% who indicated that some form of evaluation was conducted, 38% indicated that a written report was available.

Reasons for Not Offering Employment-Related Programs

In the period 1975–1977, 37% of the responding agencies reported that they did not offer employment-related programs. For 1978, 31% of the respondents indicated not offering employment-related services. Among the reasons given for not having employment-related programs, the majority of the respondents indicated that it was NOT A PROGRAM PRIORITY. NO KNOWN FUNDING SOURCES and INSUFFICIENT STAFF were the two other most frequently cited responses. In addition, for 6 of the 8 categories there was a decrease in the percent of respondents so indicating those categories between 1975–1977 and 1978.

Future Programs

Forty-three percent of the respondents who had youth employment-related programs in 1978 indicated plans to increase their programming in this area, 50% had plans to maintain the current level of program services, while less than 2% plan any decrease in emphasis. Of those respondents who had no youth employment-related programs in 1978, 37% indicated plans to become involved in such programs in the future.

Types of Future Programs

In essence, the respondents who anticipate having programs in the future plan to emphasize both PAID and UNPAID WORK EXPERIENCES and CAREER AWARENESS/EDUCATION. Other areas of emphasis will include LIFE SKILLS MANAGEMENT, JOB PREPARATION, JOB TRAINING and VOCATIONAL JOB COUNSELING.

Sources of Future Funds

Forty-six percent of the respondents plan to seek monies from CETA (TITLE II, III or IV) for future employment-related programs. The respondents also indicated that there will be increased effort in obtaining monies from all funding sources, with the greatest increase in effort directed toward PRIVATE FOUNDATIONS, LOCAL CIVIC/SERVICE CLUBS, the LOCAL BUSINESS COMMUNITY and UNITED WAY (SPECIAL GRANT).

YOUTH EMPLOYMENT PROGRAMS: A Survey of National Youth Serving Organizations

Contents

American Red Cross Youth Services 22
Boys' Clubs of America 25
Boy Scouts of America 24
Camp Fire, Inc. 33
4-H Youth Programs 37
Future Homemakers of America 40
Girls Clubs of America 43
Girl Scouts of the U.S.A. 46
National Board of YMCAs 50
National Board of the YWCA of the U.S.A. 54
United Neighborhood Centers of America 58

Survey Report Presentations

Sample Size and Return Rate
Youth
  Youth Served
  Youth Served in Employment-Related Programs
  *Youth Served in Agency Supported and CETA Supported Programs
  *Youth Served By Major U.S. Regions
Program
  Youth Employment Programs 1975–1978
  Types of Programs Offered
  *Employment Programs for Inner City, Urban, Suburban and Rural Youth
  *Employment Programs By Major U.S. Regions
  *Employment Programs Supported by Agency Budgets and CETA Budgets
Program Funding
  Funding for Youth Employment Programs
Future Program Plans
  Types of Programs
  Source of Funds
Appendices
  Appendix A Tables
  Appendix B U.S. Regions

*These presentations are the results of cross tabulations. In some instances (ARY-YS, 4-H FHA, GCA, and UNCA), the number of responses was too small to develop meaningful interpretations and the findings are not included.

The aims of the American Red Cross are to improve the quality of human life and enhance individual self-reliance and concern for others. It works toward these aims through national and chapter services governed and directed by volunteers. American Red Cross services help people avoid emergencies, prepare for emergencies and cope with them when they occur.

To accomplish its aims, the Red Cross provides volunteer blood services to a large segment of the nation, conducts community services and, as mandated by its Congressional Charter, serves as an independent medium of voluntary relief and communication between the American people and their armed forces; maintains a system of local, national and international disaster preparedness and relief; and assists the government of the United States to meet humanitarian treaty commitments.

Through Youth Services young people serve others as Red Cross volunteers or participate in Red Cross programs in schools or out of school. Across the country, Red Cross chapters offer a wide variety of programs for both elementary and secondary age youth.

Elementary school programs focus on service to others, health and safety, and international and intercultural relationships. Through first aid, water safety and child care courses, young people learn and practice health and safety rules. They develop concern for the environment, good nutrition and accident prevention. Through the Red Cross, young people help to alleviate the loneliness of the elderly by "adopting" grandparents and by sharing creative materials, companionship, and talents with the hospitalized, the handicapped, and the aged. They become acquainted with youth in other parts of the United States and overseas through varied means of communication.

For junior and senior high school age young people, the Red Cross provides an opportunity for action-oriented school and community projects in hospitals, nursing homes, preschool centers, recreation sites, and in blood donor recruitment. In-school projects include "adopting" community agencies and meeting their specific needs, providing services as a part of schoolwork or course requirements, and promoting health and safety programs for the student body and the community. Young people learn and practice leadership and other important skills through participation in a number of volunteer experiences and training activities.

Results of The Youth Employment Program Survey — American Red Cross Youth Services

Sample Size and Return Rate

A total of 188 corporate units was surveyed. The total responses for Phase I & II was 70; i.e., a 37% return of the total surveys mailed.

Cross Tabulation

To add depth to the Youth Employment Survey results, several cross tabulations were performed on the data. In order for cross tabulations to have meaning they must be based upon a relatively large sample of survey respondents.

In the case of American Red Cross Youth Services, the number of respondents for each cross tabulation was too small to allow meaningful interpretation. A criterion was established that the cross tabulation response rate must be at least 25% of the total number of respondents for each cross tab. There were no cross tabulations which reached this criterion, and the findings for the following cross tabulations are not presented:

- Youth Served in Agency Supported and CETA Supported Programs
- Youth Served by Major U.S. Regions
- Employment Programs for INNER CITY, URBAN, SUBURBAN and RURAL Youth
- Employment Programs by Major U.S. Regions
- Employment Programs Supported by Agency Budgets and CETA Budgets

Youth

Youth Served

American Red Cross Youth Services offer a wide range of services to youth and their families. In order to identify the geographic area served by the organizations and the geographic sources for the youth recruited for all programs and services, the following question was asked:

Please tell us what percent of the youth, which your agency serves, reside in the following areas: Inner City, Urban, Suburban and Rural?

The response to this question indicated that the respondents recruit and serve youth on a fairly even distribution from each of the four geographic areas served by these agencies.

There was no working definition for the listed geographic areas, so replies were subject to individual interpretations. Table 1 presents the percentage of youth served by the respondents across the four geographic areas. The majority (59%) of the respondents indicated that they did not serve youth residing in the RURAL areas, while the SUBURBAN areas seemed to have the highest percentage of youth served (70%).

Youth Served in Employment-Related Programs

The respondents reported that a total of 7,937 youth participated in a wide variety of employment-related programs during 1978. This participation represents a mean of 156 youth per program; however, the median of 70 youth per program is a more accurate reflection of the participation level.

In Figure 1, the characteristics of the youth participants are presented. A majority (74%) of the youth were FEMALE, while (27%) were MALE.

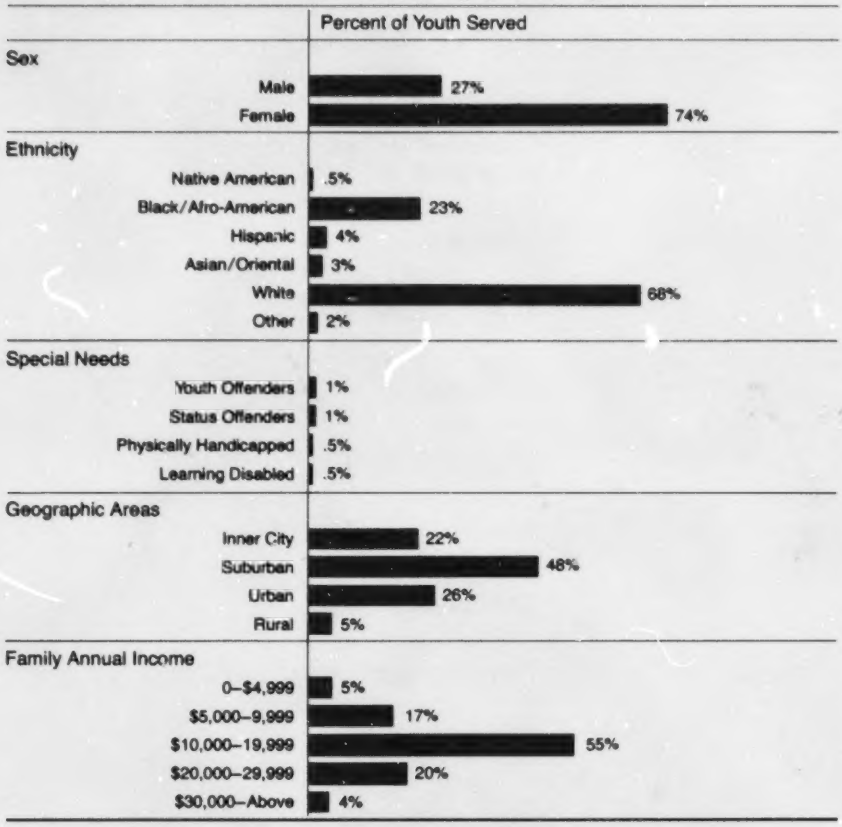
In terms of ethnic characteristics, the data indicate that the youth were predominately WHITE (68%). The proportion of other ethnic/cultural groups is as follows: BLACK/AFRO-AMERICAN (23%), HISPANIC (4%), ASIAN (3%), NATIVE AMERICAN (.5%), OTHER (2%). In addition, the youth in employment related programs tended to reside primarily in SUBURBAN (48%) and URBAN (26%) areas. Twenty-two percent of the youth were reported living in INNER CITY areas, and only 5% were reported living in RURAL areas.

To what extent were youth with special needs involved in the youth employment programs? The respondents reported serving only a small percent of special needs youth; i.e., YOUTH OFFENDERS (1%), STATUS OFFENDERS (1%), LEARNING DISABLED (.5%) and PHYSICALLY HANDICAPPED (.5%).

Family income data revealed that 55% of the youth lived in families with annual incomes between $10,000 and $19,999, 22% of the youth had families with annual incomes below $10,000 per year, while 24% had families with incomes above $20,000 annually.

ARC-YS

Figure 1 — Characteristics of the Participants in the Youth Employment Programs in 1978



Programs

Youth Employment Programs 1975—1978

The information presented in this section represents data about the respondent's Youth Employment Programs. Information about 1978 programs is presented first and, when important, comparisons with 1975–1977 programs are made.

A total of 201 separate and distinct youth employment-related programs was offered in 1978. As of June 1979, 175 of these program services were still being offered to youth. Of the total reported, 88 operated only during the summer. The mean number of programs offered was 4 per respondent, however, the median was two.

For the 1975–1977 period, the respondents reported providing a total of 262 employment-related programs for youth. Summer-only programs comprised 43% of the total. By comparing the number of programs offered between 1975 and 1977 (262) with those offered in 1978 (201), it can be seen that the number of programs offered in 1978 alone approached the number offered during the *previous three-year period*, constituting a rather dramatic increase in the availability of youth employment programs.

In addition, it should be noted that over the past four years there has been a stable but slightly increasing number of employment-related programs for youth. In 1975, 44 respondents reported expending money on such programs, the number decreased to 43 in 1976 and 1977 and increased to 57 in 1978; 1978 demonstrated the most dramatic increase.

Types of Programs Offered

What types of programs were offered to the youth? The data presented in Figure 2 show the types of employment-related programs that have been offered by respondents over the past four years. The data are highly consistent between 1975–1977 and 1978 and indicate that the American Red Cross Youth Services basically emphasized the same program areas in 1978 as they did between 1975–1977. However, there are some exceptions. There was a moderate increase from 1975–1977 and 1978 in the percent of respondents offering VOCATIONAL COUNSELING, TUTORING SERVICES, PAID WORK EXPERIENCE and JOB PLACEMENT. In addition, there was a large decrease in the number of respondents providing UNPAID WORK EXPERIENCE. The most frequently offered programs were PAID or UNPAID WORK EXPERIENCE, and CAREER AWARENESS/EDUCATION. Other areas emphasized to a lesser degree were JOB TRAINING, JOB PREPARATION, LIFE SKILLS MANAGEMENT, VOCATIONAL JOB COUNSELING, SUPPORTIVE SERVICES and ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK. Infrequently emphasized areas were TUTORING and PREPARATION for EMPLOYMENT-RELATED EXAMS and TRANSPORTATION ASSISTANCE.

Program Funding

Funding for Youth Employment Programs

Table 2 presents data regarding the proportion of money expended by the respondents for 1978 employment-related programs according to the source of funding. Because a respondent could have had more than one source of funding for its employment-related programs, the percentages total more than 100%.

The data clearly indicate that the primary source of funding was the AGENCIES' OWN BUDGETS. Fifty-four percent of the respondents indicated that their OWN BUDGET supported their youth employment programs, while the next most frequently indicated source (33%) was CETA (TITLE II, III or IV) monies. Other than the above two categories of funding sources, the remaining categories were infrequently checked by the respondents: Only 7% of the monies came from CITY FUNDS, 5% from UNITED WAY (SPECIAL GRANT), 3% each from CIVIC/SERVICE CLUBS and HEW. Two percent of the respondents indicated each of the following sources of money: COUNTY, L.E.A.A., TITLE XX, LOCAL BUSINESS COMMUNITY and PRIVATE FOUNDATIONS. Sixteen percent of the respondents listed an OTHER source. In general, these data reflect a diversified but low-level funding pattern.

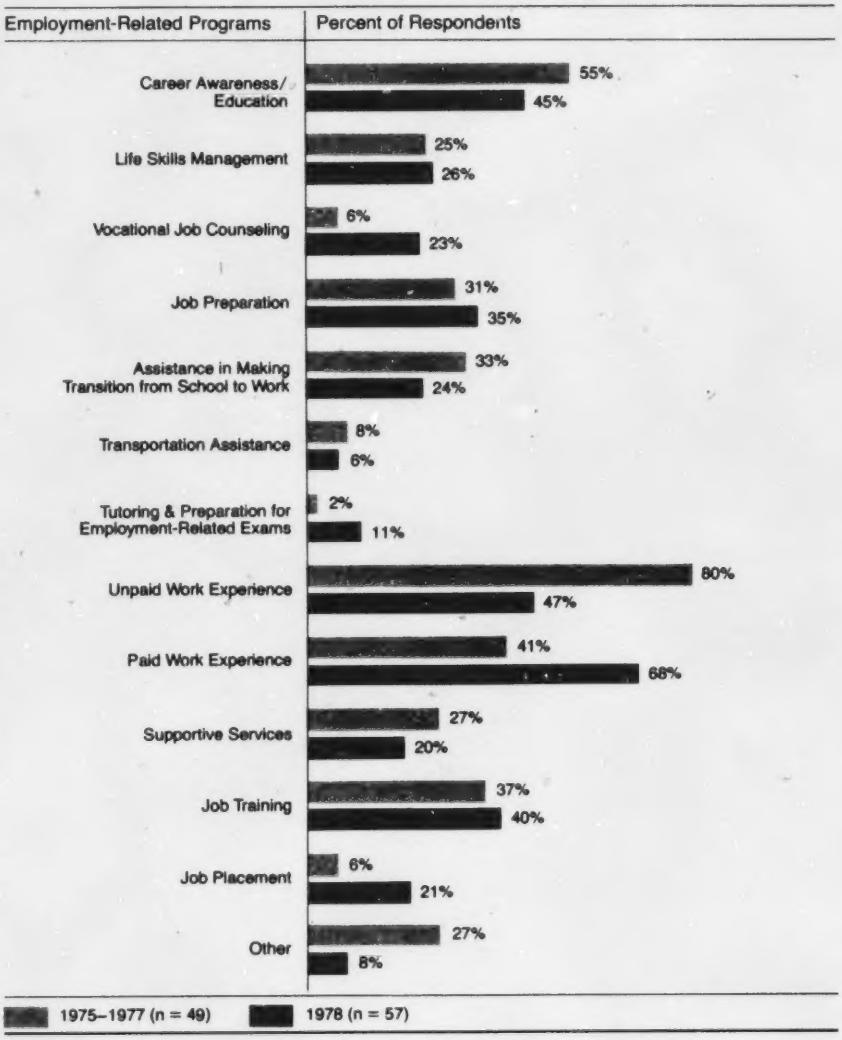
Future Program Plans

Types of Employment Programs

Table 3 represents the future programming emphases for all respondents planning to have employment-related programs for youth in the next twelve months. The pattern is similar to the emphases placed on the programming for youth employment programs seen in the previous four years. In essence, the respondents who plan to have programs will emphasize both PAID and UNPAID WORK EXPERIENCES AND CAREER AWARENESS/EDUCATION. Other areas of emphasis will include SUPPORTIVE SERVICES, LIFE SKILLS MANAGEMENT, JOB TRAINING, JOB PREPARATION and ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK. The largest increase in emphasis between 1978 and the future will be in the area of SUPPORTIVE SERVICES and UNPAID WORK EXPERIENCE.

ARC-YS

Figure 2 — Types of Employment-Related Programs Offered in 1975–1977 and in 1978



Source of Future Funds

As can be seen in Table 4, a large percentage (43%) of the respondents plan to seek monies from CETA (Title II, III or IV) for future employment-related programs. This emphasis upon seeking CETA monies is consistent with previous (1978) efforts of the respondents. When compared with the 1978 funding pattern, the respondents indicated that there will be increased effort to obtain monies from all funding sources with the greatest increase in obtaining financial support from PRIVATE FOUNDATIONS, LOCAL CIVIC/SERVICE CLUBS, the LOCAL BUSINESS COMMUNITY and L.E.A.A. Other than CETA and L.E.A.A. the emphasis is clearly upon seeking monies from NON-GOVERNMENTAL sources.

With a special concern for boys from disadvantaged backgrounds, typified by cultural, spiritual and social as well as economic deprivation, Boys' Clubs provide youth:

- Daily access to facilities and programs on a voluntary basis.
- Professional leadership which understands and truly cares about the stresses of growing up.
- Advocates and spokesmen who address the critical issues facing them.
- Programs which are developed to meet their needs and interests.
- Varied and diversified experiences which have an impact on their lives.

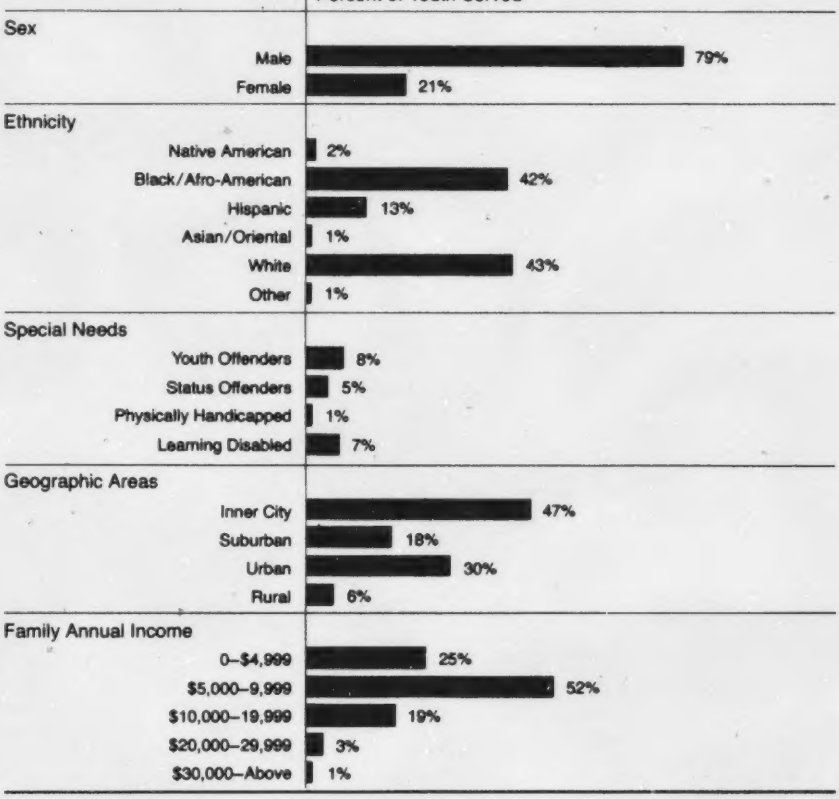
Boys' Clubs in 50 States, Puerto Rico and the Virgin Islands currently serve 1,190,694 youth. The total Club staff include more than 68,225 adults, youth and volunteers with nearly 97,000 individuals serving on the Boards of Directors and similar support groups. Twenty-seven percent (27%) of the members are fourteen and over; thirty-four percent (34%) are from eleven through thirteen and thirty-eight percent (38%) are ten and under. Forty-six percent (46%) are from single parent homes and forty-four percent (44%) come from families with incomes under $8,000 per year. Annual operating expenditures for Boys' Club services exceed $109,000,000 per year.

Through its NATIONAL HEADQUARTERS in New York City and eight Regional Offices, Boys' Clubs of America provides direct consultative services to local Boys' Clubs in Management Services; Program Development; Professional Manpower Development; Advocacy and Uban Focus; Communications and Marketing; Resource Development; Board Relations; as well as providing communities assistance in establishing new Boys' Clubs.

The primary mission of the Boys' Clubs of America is to assure and enhance the quality of life for boys as participating members of a richly diverse urban society.

Programs in local Boys' Clubs are designed to stress objectives in: citizenship education; leadership development; skill development; health and fitness: preparation for leisure; personal adjustment and development of individual potential; educational-vocational motivation; intergroup understanding; value development; sense of community; enriching family and community life. Programs for youth currently receiving emphasis include: Youth Employment; Health Services and Education; Delinquency Prevention; Youth Leadership Development; Alcohol Abuse Prevention and Education for Parenthood.

BCA **Figure 1 — Characteristics of the Participants in the Youth Employment Programs in 1978**



Results of The Youth Employment Program Survey — Boys' Clubs of America

Sample Size and Return Rate

A total of 300 corporate units was surveyed. The total response for Phase I & II was 209; i.e., 70% return of the total surveys mailed.

Youth

Youth Served

Boys' Clubs of America offer a wide range of services to youth. In order to identify the geographic area served by the organization and the geographic sources of the youth recruited for all programs and services, the following question was asked:

Please tell us what percent of the youth, which your agency serves, reside in the following areas: Inner City, Urban, Suburban and Rural?

There was no working definition for the listed geographic areas, so replies were subject to individual interpretations. The response to this question indicated that the respondents recruit and serve youth in predominately INNER CITY (60%) and URBAN (55%) areas. Figure 1 presents the percentage of youth served by the respondents across the four geographic areas. The majority (62%) of the respondents indicated that they did not serve youth residing in the RURAL areas.

Youth Served in Employment-Related Programs

The respondents reported that a total of 11,797 youth participated in a wide variety of employment-related programs during 1978. This participation represents a mean of 89 youth per program; however, the median of 36 youth per program is a more accurate reflection of the participation level.

In Figure 1, the characteristics of the youth participants are presented. A majority (79%) of the youth were MALE, while 21% were FEMALE.

In terms of ethnic characteristics, the data indicate that the youth were predominately WHITE (43%) and BLACK/AFRO-AMERICAN (42%). The proportion of other ethnic/cultural groups are as follows: HISPANIC (13%), ORIENTAL/ASIAN (1%), NATIVE AMERICAN (2%), OTHER (1%). In addition, the youth in employment related programs tended to reside primarily in INNER CITY (47%) and URBAN (30%) areas. Eighteen percent of the youth were reported living in SUBURBAN areas, and 6% in RURAL communities.

To what extent were youth with special needs involved in the youth employment programs? The respondents reported serving a modest percent of special needs youth; i.e., LEARNING DISABLED (7%), YOUTH OFFENDERS (8%), STATUS OFFENDERS (5%) and PHYSICALLY HANDICAPPED (1%).

In terms of family income, 19% of the youth lived in families with annual incomes between $10,000 and $19,999, 77% of the youth had families with annual incomes below $10,000 per year, while 4% had families with incomes above $20,000 annually. Clearly, the Boys' Clubs of America serves lower income INNER CITY children.

Youth Served in Agency Supported and CETA Supported Programs

Are the characteristics of the youth different for those who were involved in programs supported by agency budgets versus programs supported by CETA budgets?

Because of the relatively low number of respondents for this cross tabulation, the data are not presented; i.e., *n* for agency budget was 17 while *n* for CETA was 26.

Youth Served by Major U.S. Regions

What was the distribution of the youth by the four major geographic regions?

North Central	*South*
North East	*West*

The distribution by the four geographic regions does not parallel the distribution of the respondents. Specifically, 50% of the youth were in the NORTH EAST, 21% were in the WEST, 17% were in the SOUTH and 13% were in the NORTH CENTRAL. Clearly, although the NORTH EAST had about the same number of respondents as the SOUTH and WEST, it had a much larger percentage of youth than either the SOUTH, WEST or even the NORTH CENTRAL. The reason for this difference is that the average number of youth participants was almost twice that in any of the other regions. The U.S. Regions are defined in Appendix B.

What was the ethnic distribution of the youth in the major geographic regions?

There does appear to be some differences between the four geographic regions with regard to the ethnic distribution of youth. In particular, the percentage of NATIVE AMERICAN youth was 6% in the NORTH CENTRAL, 2% in the WEST, 1% in the SOUTH and less than 1% in the NORTH EAST. With regard to the distribution of BLACK/AFRO-AMERICAN youth, the percentage of youth per program was 62% in the SOUTH, 54% in the WEST, 35% in the NORTH CENTRAL and 33% in the NORTH EAST. For HISPANIC youth, the percentage of youth per program was 38% in the WEST, 11% in the SOUTH, 9% in the NORTH CENTRAL and 7% in the NORTH EAST region.

Less than 1% of the programs in any geographic region had ASIAN/ORIENTAL youth. In terms of WHITE youth, the percentage of youth per program was 58% in the NORTH EAST, 49% in the NORTH CENTRAL, 26% in the SOUTH, and 4% in the WEST.

Programs

Youth Employment Programs 1975–1978

The information presented in this section represents data about the respondent's Youth Employment Programs. Information about 1978 programs is presented first and, when important, comparisons with 1975–1977 programs are made.

A total of 471 separate and distinct youth employment-related programs was offered in 1978. As of June 1979, 245 of these program services were still being offered to youth. Of the total reported, 214 operated only during the summer. The mean number of programs offered was 4 per respondent, however the median was three.

For the 1975–1977 period, the respondents reported providing a total of 606 employment-related programs for youth. Summer-only programs comprised 41% of the total. By comparing the number of programs offered between 1975 and 1977 (606) with those offered in 1978 (471), it can be seen that the number of programs offered in 1978 alone approached the number offered during the *previous three-year period*, constituting an increase in the availability of youth employment programs.

In addition, it should be noted that over the past four years there has been a steady increase in the number of employment-related programs for youth. In 1975, 113 respondents reported expending money on such programs, the number increased to 121 in 1976, 125 in 1977 and 146 in 1978; 1978 demonstrated the most dramatic increase.

Types of Programs Offered

What types of programs were offered to the youth? The data presented in Figure 2 show the types of employment-related programs that have been offered by respondents over the past four years. The data are highly consistent between 1975–1977 and 1978 and indicate that each agency basically emphasized the same program areas in 1978 as it did between 1975–1977. The most frequently offered programs were PAID or UNPAID WORK EXPERIENCE, JOB PREPARATION, JOB PLACEMENT, JOB TRAINING, VOCATIONAL JOB COUNSELING and CAREER AWARENESS/EDUCATION. Other areas emphasized to a lesser degree were TUTORING, LIFE SKILLS MANAGEMENT, SUPPORTIVE SERVICES, ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK. Infrequently emphasized was TRANSPORTATION ASSISTANCE.

Employment Programs for Inner City, Urban, Suburban and Rural Youth

Did the youth employment programs emphasize different program content depending upon the geographic area served?

The data reveal that programs with predominately INNER CITY youth (defined as 51% of the youth participating in the programs who came from this geographic area) emphasized mainly PAID WORK EXPERIENCE, JOB PREPARATION, JOB TRAINING, CAREER AWARENESS/EDUCATION and JOB PLACEMENT. Programs with predominately SUBURBAN youth tended to emphasize PAID WORK EXPERIENCE also, then UNPAID WORK EXPERIENCE, followed by JOB PLACEMENT, JOB TRAINING and JOB PREPARATION. Programs for predominately URBAN youth tended to emphasize PAID WORK EXPERIENCE, JOB PLACEMENT, UNPAID WORK EXPERIENCE, JOB PREPARATION and JOB TRAINING. Finally, programs for predominately RURAL youth tended to emphasize PAID WORK EXPERIENCE, followed by UNPAID WORK EXPERIENCE, JOB TRAINING, ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK, and CAREER AWARENESS/EDUCATION.

Clearly, the youth employment programs emphasized different program areas depending upon the different geographic areas served; however, it is apparent that in

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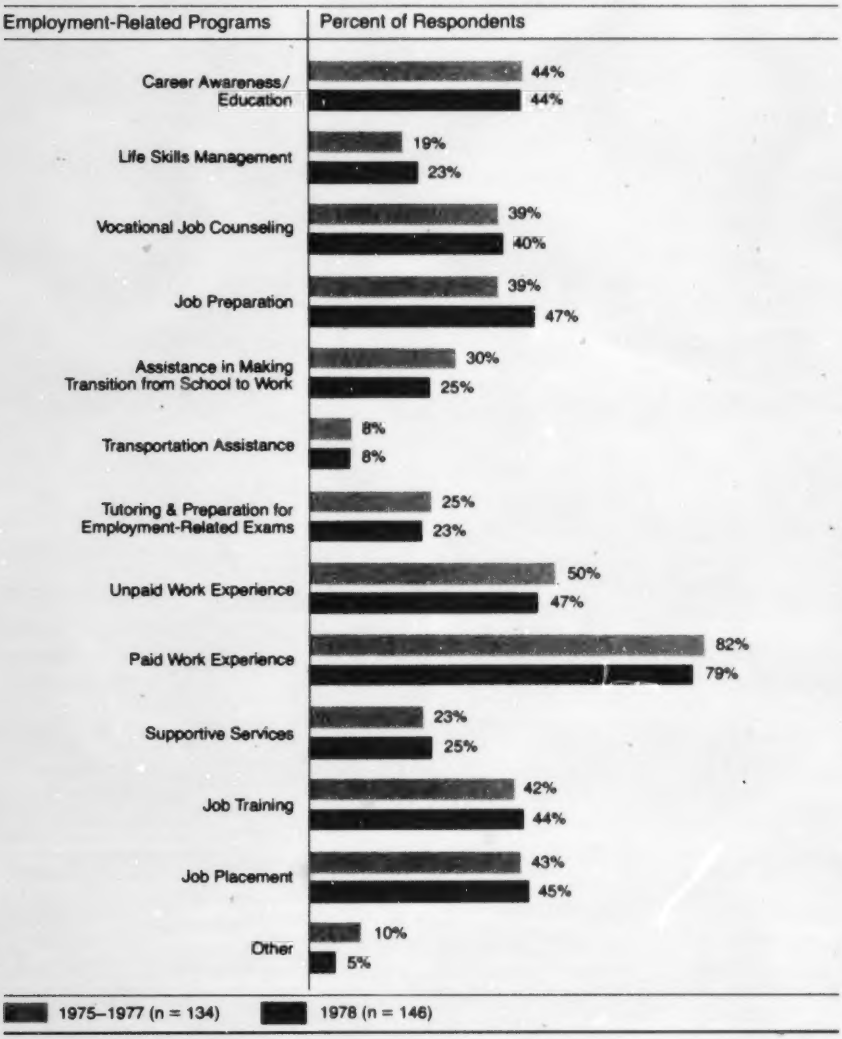
Figure 2 — Types of Employment-Related Programs Offered in 1975–1977 and in 1978



all geographic regions, the primary program being offered was PAID WORK EXPERIENCE. It is logical to assume that the reason for different program content in the four primary geographic areas was because the employment training needs differed between the areas.

Employment Programs by Major U.S. Regions

What was distribution of the respondents by the major U.S. regions?

North Central	*South*
North East	*West*

For those respondents with youth employment programs in 1978, their geographic distribution was as follows:

28% were in the NORTH EAST
27% were in the SOUTH
26% were in the WEST
18% were in the NORTH CENTRAL

Except for the NORTH CENTRAL, the distribution of respondents between the NORTH EAST, SOUTH and WEST was fairly equal. The U.S. Regions are defined in Appendix B.

CETA Programs

What was the distribution of CETA programs by the four geographic regions?

The data reveal that 32% of the CETA programs were located in the SOUTH, 28% were in the NORTH EAST, 24% were in the WEST and 16% were in the NORTH CENTRAL.

Employment Programs Supported by Agency Budgets and CETA Budgets

What types of youth employment programs were supported by agency budgets and CETA budgets in 1978?

Because of the relatively low number of respondents for this cross tabulation, the data are not presented; i.e., *n* for the agency budget was 17, while *n* for CETA was 26.

Program Funding

Funding for Youth Employment Programs

Table 2 presents data regarding the proportion of money expended by the respondents for 1978 employment-related programs according to the source of funding. Because a respondent could have had more than one source of funding for its employment-related programs, the percentages total more than 100%.

The data clearly indicate that the primary source of funding was the AGENCIES' OWN BUDGETS and CETA, with 66% of the respondents indicated that their OWN BUDGET supported their youth employment programs. The next most frequently indicated source (62%) was CETA (TITLE II, III or IV) monies. Other than the above two categories of funding sources, the remaining categories were infrequently checked by the respondents: Only 9% of the monies came from UNITED WAY (SPECIAL GRANT) and STATE FUNDS, 8% each from the LOCAL BUSINESS COMMUNITY and L.E.A.A., 7% from PRIVATE FOUNDATIONS, and 6% from CIVIC/SERVICE CLUBS and 5% from CITY FUNDS. Less than 5% of the respondents indicated each of the following sources of money: COUNTY, TITLE XX, HEW sources or CORPORATIONS or CORPORATE FOUNDATIONS. Six percent of the respondents listed an OTHER source. In general, these data reflect a diversified but low-level funding pattern by the member affiliates for youth employment programs.

Future Program Plans

Types of Employment Programs

Table 3 represents the future programming emphases for all respondents planning to have employment-related programs for youth in the next twelve months. The pattern is similar to the emphases placed on the programming for youth employment programs seen in the previous four years. In essence, the respondents who plan to have programs will emphasize both PAID and UNPAID WORK EXPERIENCES, JOB PREPARATION, JOB TRAINING, and CAREER AWARENESS/EDUCATION. Other areas of emphasis will include JOB PLACEMENT, VOCATIONAL JOB COUNSELING and LIFE SKILLS MANAGEMENT.

Sources of Future Funds

As can be seen in Table 4, a large percentage (67%) of the respondents plan to seek monies from CETA (TITLE II, III or IV) for future employment-related programs. This emphasis upon seeking CETA monies is consistent with previous (1978) efforts of the respondents. When compared with the 1978 funding pattern, the respondents indicated that there will be increased effort to obtain monies from all funding sources with the greatest increase in obtaining financial support coming from LOCAL CIVIC/SERVICE CLUBS, LOCAL BUSINESS COMMUNITY, PRIVATE FOUNDATIONS, UNITED WAY, CORPORATE FOUNDATIONS and L.E.A.A. Other than CETA and L.E.A.A., the emphasis is clearly upon seeking monies from NON-GOVERNMENTAL sources.

The purpose of the Boy Scouts of America, incorporated on February 8, 1910, and chartered by Congress in 1916, is to provide an educational program for boys and young adults to build character, to train in the responsibilities of participating citizenship, and to develop personal fitness.

Community groups receive national charters to use the Scouting program as a part of their own youth work. These groups which have goals compatible with those of the BSA include religious, educational, civic, fraternal, business, labor, governmental bodies, corporations, professional associations, and groups of citizens.

Program

Cub Scouting: A family- and home-centered program for boys who are 8, 9, and 10 years old. When they are 10, they can become Webelos Scouts and prepare to become Boy Scouts. (Boys also may become Cub Scouts if they are 7 and have completed the second grade or Webelos Scouts when they are 9 and have completed the fourth grade.)

Boy Scouting: A program for boys 11 through 17 designed to achieve Scouting's objectives through a vigorous outdoor program and peer group leadership with the counsel of an adult Scoutmaster. (Boys also may become Boy Scouts if they are 10 and have completed the fifth grade.)

Exploring: A contemporary program for young men and women 15 through 20 that provides opportunities to learn about adult roles and vocational opportunities in association with business and community partners. Special-interest posts cover more than 100 vocations with the most popular including aviation, law enforcement, medical and health, law and government, and Sea Exploring which also have national associations. (Young adults also may become Explorers if they are 14 and have completed the eighth grade.)

Membership since 1910 totals more than 62 million. As of December 31, 1978, membership was 4,493,491.

Volunteer adult leaders serve at all levels of Scouting in 417 local councils, 31 areas, six regions, and nationally with volunteer executive boards and committees providing guidance.

Each autonomous local council is chartered by the BSA which provides program and training aids along the guidelines established by the national Executive Board and the national charter from Congress.

Results of The Youth Employment Program Survey — Boy Scouts of America

Sample Size and Return Rate

A total of 420 corporate units was surveyed. The total response for Phase I & II was 253; i.e., 60% return of the total surveys mailed.

Youth

Youth Served

The Boy Scouts of America offer a wide range of services to youth. In order to identify the geographic area served by the organization and the geographic sources for the youth recruited for all programs and services, the following question was asked:

Please tell us what percent of the youth, which your agency serves, reside in the following areas: Inner City, Urban, Suburban and Rural?

There was no working definition for the listed geographic areas, so replies were subject to individual interpretations. Table 1 presents the percentage of youth served by the respondents in the four geographic areas. RURAL areas seemed to have the highest percentage of youth served, (85%), with URBAN areas (78%) and SUBURBAN areas (68%) following.

In reviewing the unserved areas, a majority (46%) of the respondents indicated that they did not serve youth residing in the INNER CITY.

Youth Served in Employment-Related Programs

The respondents reported that a total of 177,014 youth participated in a wide variety of employment-related programs during 1978. This participation represents a mean of 890 youth per program; however, the median of 65 youth per program is a more accurate reflection of the participation level.

In Figure 1, the characteristics of the youth participants are presented. A majority (74%) of the youth were MALE, while (26%) were FEMALE.

In terms of ethnic characteristics, the data indicate that the youth were predominately WHITE (83%). The proportion of other ethnic/cultural groups is as follows: BLACK/AFRO-AMERICAN (9%), HISPANIC (4%), ASIAN/ORIENTAL (1%), NATIVE AMERICAN (1%), OTHER (1%). In addition, the youth in employment related programs tended to reside primarily in SUBURBAN (33%) and RURAL (31%) areas. A total of (37%) of the youth were reported living in URBAN (27%) and INNER CITY (10%) areas.

To what extent were youth with special needs involved in the youth employment programs? The respondents reported serving only a small percent of special needs youth, i.e., LEARNING DISABLED (1%), YOUTH OFFENDERS (1%), PHYSICALLY HANDICAPPED (1%) and STATUS OFFENDERS (1%)

In terms of family income, 50% of the youth lived in families with annual incomes between $10,000 and $19,999, 30% of the youth had families with annual incomes below $10,000 per year, while 21% had families with incomes above $20,000 annually.

Youth Served in Agency Supported and CETA Supported Programs

Are the characteristics of the youth different for those who were involved in the programs supported by agency budgets versus programs supported by CETA budgets?

Because of the relatively low number of respondents for this cross-tabulation, the data are not presented, i.e., *n* for agency budget was 98, while *n* for CETA was 3.

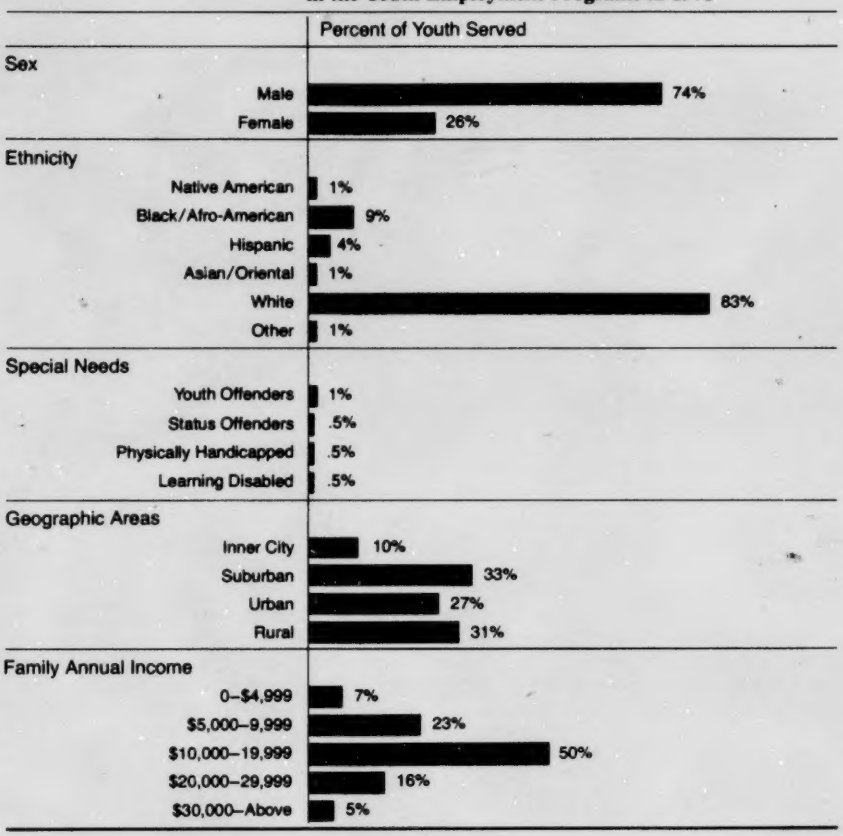
Youth Served by Major U.S. Regions

What was the distribution of the participants in youth employment programs by the four major geographic regions?

North Central	*South*
North East	*West*

BSA

Figure 1 — Characteristics of the Participants in the Youth Employment Programs in 1978



Interestingly, although 18% of the respondents came from the WEST, 27% of the youth involved in employment-related programs lived in the WEST. This represents the highest percentage of youth served for any geographic area for the Boy Scouts of America. Twenty-six percent of the youth came from the NORTH CENTRAL, 25% from the SOUTH and 21% from the NORTH EAST. An inspection of the median number of youth served per program in the various geographic regions supports the above distribution of youth, i.e., in the WEST, the median number of youth served per program was 150. In contrast, the median number of youth served in the NORTH CENTRAL was 78, 41 in the SOUTH and 36 in the NORTH EAST. Clearly, the WEST respondents tend to have more youth per program than do the NORTH EAST, NORTH CENTRAL, or SOUTH. Appendix B defines the U.S. Regions.

What was the ethnic distribution of youth in the four geographic regions?

For NATIVE AMERICAN youth, the percentage of youth per program was 3% in the WEST, 2% in the NORTH CENTRAL, and less than 1% in both the SOUTH and NORTH EAST. For BLACK/AFRO-AMERICAN youth, the percentage of youth per program was 23% in the SOUTH, 10% in the NORTH CENTRAL, 8% in the WEST and 4% in the NORTH EAST. With regard to HISPANIC youth, the percent of youth per program was 9% in the WEST, 3% in the SOUTH, 2% in the NORTH CENTRAL and 1% in the NORTH EAST region. For ORIENTAL/ASIAN youth, the percent of youth per program was 18% in the NORTH CENTRAL, 2% in the WEST, and less than 1% in both the SOUTH and the NORTH EAST. With regard to WHITE youth, the percent of youth per program was 94% in the NORTH EAST, 77% in the WEST, 72% in the SOUTH, and 67% in the NORTH CENTRAL region.

Programs

Youth Employment Programs 1975–1978

The information presented in this section represents data about the respondent's Youth Employment Programs. Information about 1978 programs are presented first and, when important, comparisons with 1975–1977 programs are made.

A total of 1,820 separate and distinct youth employment-related programs was offered in 1978. As of June 1979, 1,451 of these program services were still being offered to youth. Of the total reported, 510 operated only during the summer. The mean number of programs offered was 10 per respondent, however the median was two.

For the 1975–1977 period, the respondents reported providing a total of 1,011 employment-related programs for youth. Summer-only programs comprised 40% of the total. By comparing the number of programs offered between 1975 and 1977 (1,011) with those offered in 1978 (1,820), it can be seen that the number of programs offered in 1978 alone exceeded the number offered during the *previous three-year period,* constituting a rather dramatic increase in the availability of youth employment programs.

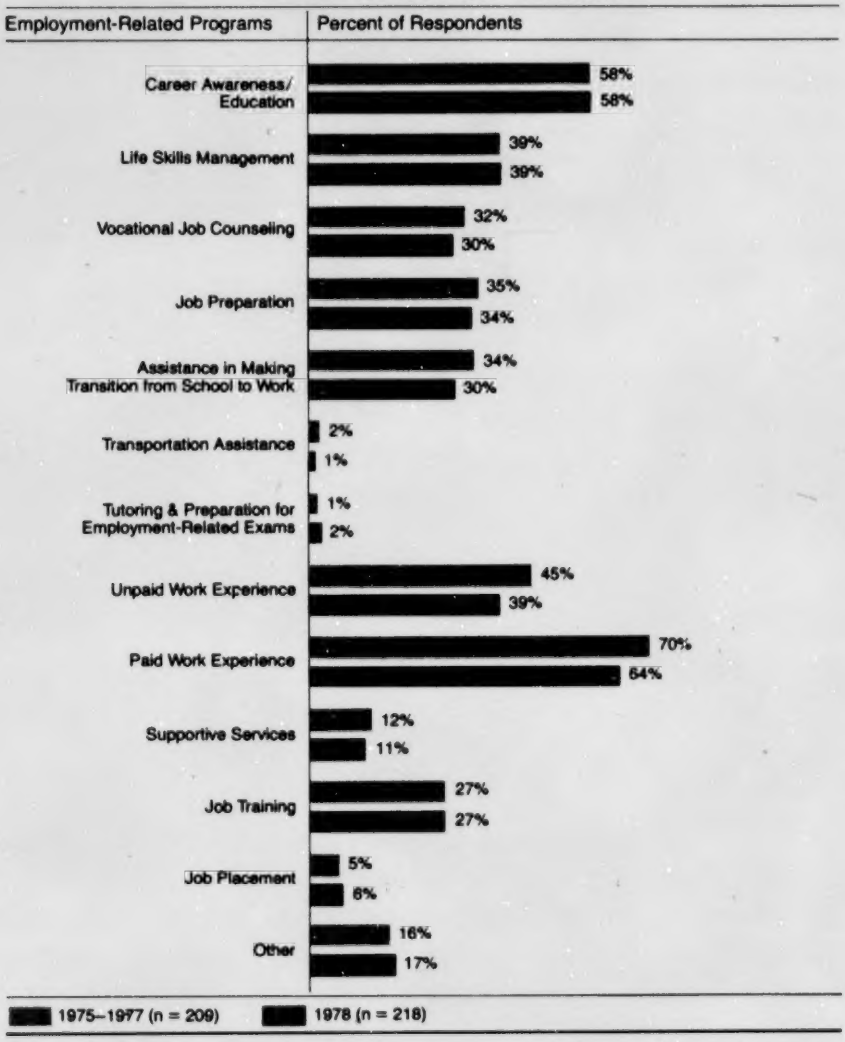
In addition, it should be noted that over the past four years there has been a steady increase in the number of member affiliates providing employment-related programs for youth. In 1975, 192 respondents reported expending money on such programs, the number increased to 196 in 1976, 195 in 1977 and 218 in 1978; 1978 demonstrated the most dramatic increase in member affiliates.

Types of Programs Offered

What types of programs were offered to the youth?

The data presented in Figure 2 show the types of employment-related programs that have been offered by respondents over the past four years. The data are highly consistent between 1975–1977 and 1978 and indicate that each agency basically emphasized the same program areas in 1978 as it did between 1975–1977. The most frequently offered programs were PAID or UNPAID WORK EXPERIENCE and CAREER AWARENESS/EDUCATION. Other areas which were emphasized to a lesser degree were JOB TRAINING, JOB PREPARATION, LIFE SKILL MANAGEMENT, VOCATIONAL JOB COUNSELING and ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK. Infrequently emphasized areas were TUTORING, JOB PLACEMENT, SUPPORTIVE SERVICES, PREPARATION for EMPLOYMENT-RELATED EXAMS and TRANSPORTATION ASSISTANCE.

BSA **Figure 2 — Types of Employment-Related Programs Offered in 1975–1977 and in 1978**



Employment Programs for Inner City, Urban, Suburban and Rural Youth

Did the youth employment programs emphasize different program content depending upon the geographic areas served?

The data reveal that programs with predominately INNER CITY youth (defined as 51% of the youth participating in the programs who come from this geographic area) emphasized mainly PAID WORK EXPERIENCE, ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK, JOB PREPARATION and CAREER AWARENESS/EDUCATION. Programs for predominately SUBURBAN and URBAN youth were similar. These programs tended to emphasize PAID WORK EXPERIENCE, CAREER AWARENESS/EDUCATION and LIFE SKILLS MANAGEMENT. Finally, programs for predominately RURAL youth tended to emphasize CAREER AWARENESS/EDUCATION, PAID WORK EXPERIENCE and UNPAID WORK EXPERIENCE.

In general, the data are consistent with the national view of the Boy Scouts of America in that all programs, regardless of the population served, tended to emphasize PAID WORK EXPERIENCE, first and foremost. However, after this area, the pattern of programs tends to be somewhat different between programs for predominately INNER CITY, SUBURBAN, URBAN and RURAL youth. Clearly, by emphasizing different program content areas, depending upon the geographic area served, it is logical to assume that the organization is responsive to the differential youth employment training needs of various youth populations.

Employment Programs by Major U.S. Regions

What was the distribution of the respondents by major U.S. regions; i.e. North Central, North East, South and West?

For those respondents with youth employment programs in 1978, their geographic distribution was as follows:

31% came from the SOUTH
26% came from the NORTH EAST
25% came from the NORTH CENTRAL
18% came from the WEST

The U.S. Regions are defined in Appendix B.

CETA Programs

What was the distribution of CETA programs by the four geographic regions?

Because of the relatively low number of respondents for this cross tabulation, the data are not presented; i.e., *n* was 3 respondents.

Employment Programs Supported by Agency Budgets and CETA Budgets

What types of youth employment programs were supported by agency budgets and CETA budgets in 1978?

Because of the relatively low number of respondents for this cross tabulation, the data are not presented; i.e., *n* for the agency budget was 98, while *n* for CETA was 3.

Program Funding

Funding for Youth Employment Programs

Table 2 presents data regarding the proportion of money expended by the respondents for 1978 employment-related programs according to the source of funding. Because a respondent could have had more than one source of funding for its employment-related programs, the percentages total more than 100%.

The data clearly indicate that the primary source of funding was the AGENCIES' OWN BUDGETS. Eighty percent of the respondents indicated that their OWN BUDGET supported their youth employment programs while the next most frequently indicated source (25%) was CETA

(TITLE II, III or IV) monies. Other than the above two categories of funding sources, the remaining categories were infrequently checked by the respondents: Only 13% of the monies came from the LOCAL BUSINESS COMMUNITY, 11% from CIVIC/SERVICE CLUBS, 10% from CORPORATIONS or CORPORATE FOUNDATIONS, 9% from PRIVATE FOUNDATIONS, and 7% from a UNITED WAY (SPECIAL GRANT); 4% of the respondents indicated each of the following sources of money: CITY, STATE, COUNTY, L.E.A.A., TITLE XX, and HEW. Six percent of the respondents listed an OTHER source. In general, these data reflect a diversified but low-level funding pattern by the member affiliates for youth employment programs.

Future Program Plans

Types of Programs

Table 3 represents the future programming emphases for all respondents planning to have employment-related programs for youth in the next twelve months. The pattern is similar to the emphasis placed on the programming for youth employment programs seen in the previous four years. In essence, the respondents who plan to have programs will emphasize both PAID and UNPAID WORK EXPERIENCES, CAREER AWARENESS/EDUCATION and LIFE SKILLS MANAGEMENT. Other areas of emphasis will include JOB PREPARATION, JOB TRAINING, THE TRANSITION FROM SCHOOL TO WORK and VOCATIONAL JOB COUNSELING.

Sources of Future Funds

As can be seen in Table 4, a moderate percentage (33%) of the respondents plan to seek monies from CETA (TITLE II, III or IV) for future employment-related programs. This emphasis upon seeking CETA monies is consistent with previous (1978) efforts of the respondents. When compared with the 1978 funding pattern, the respondents indicated that there will be increased effort to obtain monies from all funding sources, with the greatest increase in obtaining financial support from PRIVATE FOUNDATIONS, LOCAL CIVIC/SERVICE CLUBS, the LOCAL BUSINESS COMMUNITY, UNITED WAY and CORPORATIONS or CORPORATE FOUNDATIONS. Other than CETA, the emphasis is clearly upon seeking monies from NON-GOVERNMENTAL sources.

Camp Fire's corporate purpose is to provide, through a program of informal education, opportunities for youth to realize their potential and to function effectively as caring, self-directed individuals, responsible to themselves and to others and, as an organization, to seek to improve those conditions in society which affect youth. The organization's membership includes girls and boys up to 21 years of age.

Camp Fire's basic program methodology is the small group, led by skilled, caring adults, using informal education, recreation and group work principles and techniques. Programs focus on learning by doing, developing a positive self-image, responsibility and creativity, gaining decision-making and planning skills and learning to appreciate, care for and work with others. They build opportunities for personal and social language, for developing life skills and for reducing sex-role stereotyping.

Camp Fire is a multi-program membership agency. Its three major program areas are:

Club Programs are year-round small groups with four program levels including Blue Bird, Adventure, Discovery and Horizon.

Outdoor Programs include group camping, day camping, resident camping and trip programs

Response Programs are designed by councils and/or the national organization to meet identified needs of various groups of youth. This has resulted in a variety of programs, such as:

- Day care and drop-in centers
- Tutorial and in-school enrichment programs
- Youth employment education programs
- Deliquency prevention projects using athletics and club leadership opportunities

Camp Fire is a not-for-profit national volunteer membership organization founded in 1910. There are now 330 councils chartered by Camp Fire to serve youth in rural, urban and suburban areas in over 35,000 communities. The new Corporate Headquarters of Camp Fire at 4601 Madison Avenue, Kansas City, Missouri 64112, represents the membership, develops materials for national and local use, trains, advises, consults, provides merchandise and apparel for local members, and supports those involved with Camp Fire programs throughout the country.

Results of The Youth Employment Program Survey— Camp Fire, Inc.

Sample Size and Return Rate

A total of 330 corporate units was surveyed. The total response for Phase I & II was 231; i.e., a 70% return of the total surveys mailed.

Youth

Youth Served

Camp Fire offers a wide range of services to youth. In order to identify the geographic area served by the organization and the geographic sources for the youth recruited for all programs and services, the following question was asked:

Please tell us what percent of the youth, which your agency serves, reside in the following areas: Inner City, Urban, Suburban and Rural?

There was no working definition for the listed geographic areas, so replies were subject to individual interpretations.

The response to this question indicated that the respondents recruit and serve youth on a fairly even distribution from each of the four geographic areas served by these agencies. Table 1 presents the percentage of youth served by the respondents across the four geographic areas. While the RURAL areas seemed to have the highest percentage of youth served (73%), it is noted that there are substantial services to URBAN youth (69%). Geographic areas served are directly dependent upon the jurisdictional lines of each corporate unit. Jurisdictions do not always include each of the geographic areas.

Youth Served in Employment-Related Programs

The respondents reported that a total of 11,964 youth participated in a wide variety of employment-related programs during 1978. This participation represents a mean of 144 youth per program; however, the median of 22 youth per program is a more accurate reflection of the participation level.

In Figure 1, the characteristics of the youth participants are presented. A majority (59%) of the youth were FEMALE, while 41% were MALE.

In terms of ethnic characteristics, the data indicate that the youth were predominately BLACK (54%). The proportion of other ethnic/cultural groups is as follows: WHITE (42%), HISPANIC (3%), ASIAN/ORIENTAL (1%), NATIVE AMERICAN (1%), OTHER (1%). In addition, the youth in employment related programs tended to reside primarily in URBAN (36%) and SUBURBAN (30%) areas. Twenty-one percent of the youth were reported living in INNER CITY areas and 12% in RURAL areas.

To what extent were youth with special needs involved in the youth employment programs? The respondents reported serving a small percent of special needs youth; i.e., LEARNING DISABLED (<1%), YOUTH OFFENDERS (<1%), PHYSICALLY HANDICAPPED (<1%) and STATUS OFFENDERS (3%).

Family income data indicated that 37% of the youth lived in families with annual incomes between $10,000 and $19,999, 60% of the youth had families with annual incomes below $10,000 per year, while 3% had families with incomes above $20,000 annually.

Youth Served in Agency Supported and CETA Supported Programs

Are the characteristics of the youth different for those who were involved in programs supported by agency budgets versus programs supported by CETA budgets?

Because of the relatively low number of respondents for this cross tabulation, the data are not presented; i.e.; *n* for agency budget was 25, while *n* for CETA was 12.

Youth Served by Major U.S. Regions

What was the distribution of the youth by the four major geographic regions?

North Central	*South*
North East	*West*

Interestingly enough, 74% of the youth are identified as coming from the SOUTH, while only 11% came from the WEST, 9% from the NORTH EAST and 5% from the NORTH CENTRAL. It is clear that the majority of the youth in youth employment programs for Camp Fire reside in the SOUTH. The median number of youth per program was 28 in the SOUTH, 17 in the NORTH EAST, 15 in the WEST and 11 in the NORTH CENTRAL. However, an inspection reveals that the mean number of youth per program was 403 in the SOUTH, 107 in the NORTH EAST, 52 in the WEST, and 26 in the NORTH CENTRAL. The U.S. Regions are defined in Appendix B.

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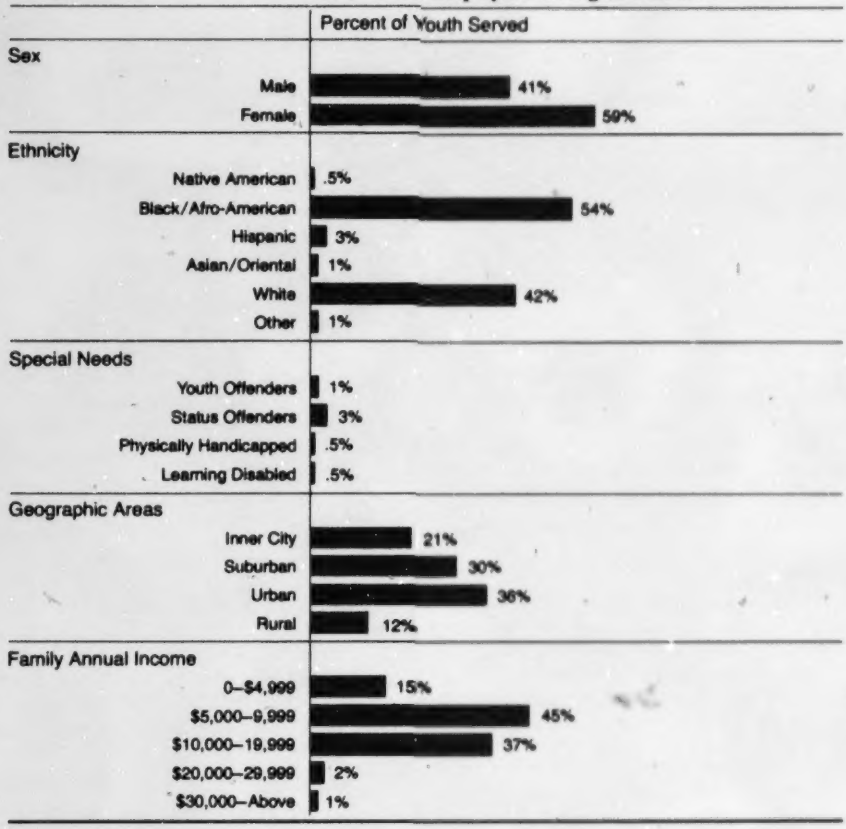
Figure 1 — Characteristics of the Participants in the Youth Employment Programs in 1978



What was the ethnic distribution of the youth by the major geographic regions? In terms of the NATIVE AMERICAN population of youth, the percent of NATIVE AMERICANS by each of the geographic regions of NORTH EAST, NORTH CENTRAL, SOUTH and WEST was less than 1%. For BLACK/AFRO-AMERICAN, the distribution of youth was 61% in the SOUTH, 50% in the NORTH EAST, 37% in the WEST and 5% in the NORTH CENTRAL. For HISPANIC youth, the percent of youth per program was 24% in the WEST, 1% in the SOUTH, and less than 1% in both the NORTH CENTRAL and NORTH EAST areas. For ASIAN/ORIENTAL youth, the distribution was less than 1% in each of the four geographic areas. Finally, for WHITE youth, the percent of youth per program was 93% in the NORTH CENTRAL, 50% in the NORTH EAST, 40% in the WEST and 38% in the SOUTH.

Programs

Youth Employment Programs 1975–1978

The information presented in this section represents data about the respondent's Youth Employment Programs. Information about 1978 programs is presented first and, when important, comparisons with 1975–1977 programs are made.

A total of 183 separate and distinct youth employment-related programs was offered in 1978. As of June 1979, 139 of these program services were still being offered to youth. Of the total reported, 103 operated only during the summer. The mean and median number of programs offered was two per respondent.

For the 1975–1977 period, the respondents reported providing a total of 198 employment-related programs for youth. Summer-only programs comprised 59% of the total. By comparing the number of programs offered between 1975 and 1977 (198) with those offered in 1978 (183), it can be seen that the number of programs offered in 1978 alone approached the number offered during the *previous three year period*, constituting a rather dramatic increase in the availability of youth employment programs.

In addition, it should be noted that over the past four years there has been a steady increase in the number of employment-related programs for youth. In 1975, 69 respondents reported expending money on such programs, the number decreased to 68 in 1976, then increased to 73 in 1977 and 103 in 1978; 1978 demonstrated the most dramatic increase.

Types of Programs Offered

What types of programs were offered to the youth?

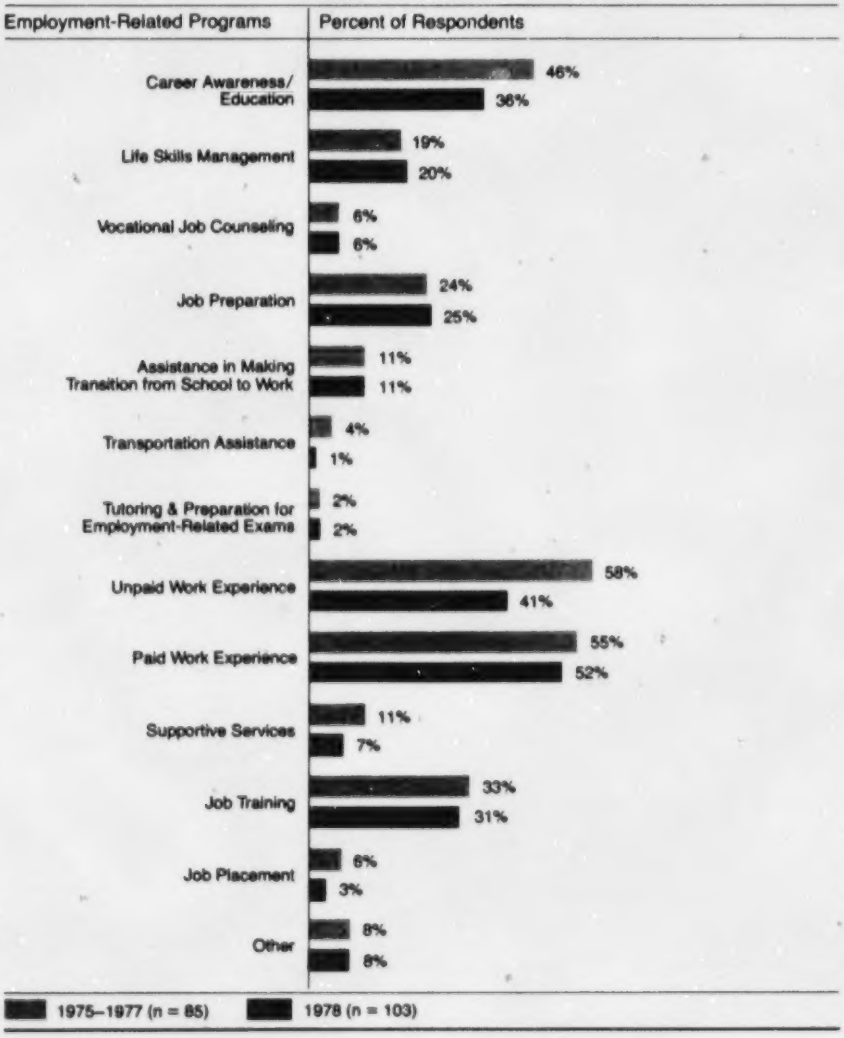
The data presented in Figure 2 show the types of employment-related programs that have been offered by respondents over the past four years. The data are highly consistent between 1975–1977 and 1978 and indicate that each agency basically emphasized the same program areas in 1978 as it did between 1975–1977. The most frequently offered programs were PAID or UNPAID WORK EXPERIENCE, CAREER AWARENESS/EDUCATION and JOB TRAINING. Other areas emphasized to a lesser degree were JOB PREPARATION and LIFE SKILLS MANAGEMENT. Infrequently emphasized areas were TUTORING AND PREPARATION FOR EMPLOYMENT-RELATED EXAMS, TRANSPORTATION ASSISTANCE, VOCATIONAL JOB COUNSELING, ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK and SUPPORTIVE SERVICES.

Employment Programs for Inner City, Urban, Suburban and Rural Youth

Did the youth employment programs emphasize different program content depending upon the geographic area served?

The data reveal that programs with predominately INNER CITY youth (defined at 51% of the youth participating in the programs who come from this geographic area) emphasized mainly CAREER AWARENESS/EDUCATION, followed by JOB TRAINING, JOB PREPARATION and PAID WORK EXPERIENCE. Programs for predominately URBAN youth emphasized PAID and UNPAID WORK EXPERIENCE, CAREER AWARENESS/EDUCATION and JOB

CF **Figure 2 — Types of Employment-Related Programs Offered in 1975–1977 and in 1978**



TRAINING. Programs for predominately SUBURBAN youth tended to emphasize UNPAID WORK EXPERIENCE, TUTORING and PREPARATION FOR EMPLOYMENT RELATED EXAMS such as the GED, and SUPPORTIVE SERVICES. Finally, programs for predominately RURAL youth tended to emphasize PAID WORK EXPERIENCE, CAREER AWARENESS/EDUCATION, and UNPAID WORK EXPERIENCE.

Clearly, the youth employment programs emphasized different program content areas depending upon the geographic area served. It is logical to assume that the reason for different program content in the four major geographic areas was because the employment training needs of youth differed between the areas.

Employment Programs by Major U.S. Regions

What was the distribution of the respondents by the major U.S. regions; i.e. North Central, North East, South and West?

For those respondents with youth employment programs in 1978, their geographic distribution was as follows:

36% were in the SOUTH
35% were in the NORTH CENTRAL
14% were in the NORTH EAST
14% were in the WEST

Generally, the NORTH CENTRAL and the SOUTH had the largest percent of respondents while the NORTH EAST and the WEST had the least. The U.S. Regions are defined in Appendix B.

CETA Programs

What was the distribution of CETA programs by the four geographic regions?

Because of the small number of respondents with CETA programs by each of the geographic regions, the data for this cross tabulation cannot be presented.

Employment Programs Supported by Agency Budgets and CETA Budgets

What types of youth employment programs were supported by agency and CETA budgets in 1978?

Because of the relatively low number of respondents for this cross tabulation, the data are not presented; i.e., *n* for the agency budget was 25, while *n* for CETA was 12.

Program Funding

Funding for Youth Employment Programs

Table 2 presents data regarding the proportion of money expended by the respondents for 1978 employment-related programs according to the source of funding. Because a respondent could have had more than one source of funding for its employment-related programs, the percentages total more than 100%.

The data clearly indicate that the primary source of funding was the AGENCIES' OWN BUDGETS. Fifty percent of the respondents indicated that their OWN BUDGET supported their youth employment programs, while the next most frequently indicated source (25%) was CETA (TITLE II, III or IV) monies. Other than the above two categories of funding sources, the remaining categories were infrequently checked by the respondents: Only 9% of the monies came from a UNITED WAY (SPECIAL GRANT). Less than 5% of the respondents indicated each of the following sources of money: LOCAL BUSINESS COMMUNITY, PRIVATE, CIVIC/SERVICE CLUBS, CITY, STATE, COUNTY, L.E.A.A., TITLE XX, HEW sources or CORPORATIONS or CORPORATE FOUNDATIONS. Ten percent of the respondents listed an OTHER source. In general, these data reflect a diversified but low-level funding pattern by the member affiliates for youth employment programs.

Future Program Plans

Types of Programs

Table 3 represents the future programming emphases for all respondents planning to have employment-related programs for youth in the next twelve months. The pattern is similar to the emphases placed on the programming for youth employment programs seen in the previous four years. In essence, the respondents who plan to have programs will emphasize both PAID and UNPAID WORK EXPERIENCES and CAREER AWARENESS/ EDUCATION. Other areas of emphasis will include JOB PREPARATION, JOB TRAINING and VOCATIONAL JOB COUNSELING.

Sources of Funds

As can be seen in Table 4, a moderate percentage (25%) of the respondents plan to seek monies from CETA (TITLE II, III or IV) for future employment-related programs. This emphasis upon seeking CETA monies is consistent with previous (1978) efforts of the respondents. When compared with the 1978 funding pattern, the respondents indicated that there will be increased effort to obtain monies from all funding sources with the greatest increase in obtaining financial support from PRIVATE FOUNDATIONS and LOCAL CIVIC/ SERVICE CLUBS.

Science and Education Administration-Extension USDA

4-H is operated through the Extension Service, USDA, Cooperative Extension Services of the State land-grant universities, State and local governments. The Extension Service, USDA, provides national leadership guided by USDA missions, the Extension Committee on Organization and Policy (ECOP) and its 4-H — Youth Subcommittee, and recommendations of the *4-H Century III* program goals document. State Extension Services of the land-grant universities give State leadership.

Through informal, practical, learn-by-doing educational programs in agriculture and natural resources, home economics, community development, and related areas, 4-H helps youth establish real-life goals and become competent, productive citizens. Cooperative Extension's 4-H youth programs are based on a unique partnership of government, land-grant universities, volunteers and the private sector. 4-H programs are carried out locally by volunteer leaders under the guidance, supervision and training of county Extension professionals and para-professionals representing land-grant university systems. The National 4-H Council, a private support organization, assists the Cooperative Extension Service in carrying out a number of programs in behalf of 4-H.

Today's 4-H program is for all youth — rural and urban — from all racial, cultural, economic and social backgrounds. Family cooperation and participation in 4-H programs are given high priority. Youth participate in 4-H as members of organized 4-H Clubs and in 4-H special interest groups, through the 4-H Expanded Food and Nutrition Education Program (primarily for low income city youth), or as participants in 4-H Instructional TV program series. 4-H is located in all states, the District of Columbia, Puerto Rico, Virgin Islands and Guam.

Approximately 5.8 million youth are now participating in 4-H youth programs with over 25% of these youth coming from minority groups. 4-H'ers enrolled in over 9 million projects last year.

In keeping with recommendations from "4-H in Century III," a recently developed 4-H goals statement prepared by a Task Force of the Extension Committee on Organization and Policy, the following eight 4-H program areas are now receiving major attention:

- Economics, Jobs and Careers
- Animal, Plant and Soil Sciences
- Energy and Mechanical Sciences
- Environment and Natural Resources
- Community Development, Leadership, and Citizenship Education
- Home and Family Resources including Consumer Education and Nutrition Education
- Health and Safety
- Leisure Education, Creative and Performing Arts, Communications

To carry out effective programs in these areas will require expansion in numbers of volunteer leaders, inreased teen involvement, intensive staff development and training programs, expanded use of TV and other educational program mediums, and improved systems for evaluation, reporting and accountability.

Results of The Youth Employment Program Survey
4-H Youth Programs

Sample Size and Return Rate

A total of 520 corporate units was surveyed. The total response for Phase I of the survey was 96; i.e., an 18% return of the total surveys mailed. 4-H was not able to participate in Phase II of the survey.

Cross Tabulation

To add depth to the Youth Employment Survey results, several cross tabulations were performed on the data. In order for cross tabulations to have meaning, they must be based upon a relatively large sample of survey respondents.

In the case of the 4-H Youth Programs, the number of respondents for each cross tabulation was too small to allow meaningful interpretation. A criterion was established that the cross tabulation response rate must be at least 25% of the total number of respondents for each cross tab. There were no cross tabulations that reached this criterion, and the findings for the following cross tabulations are not presented:

Youth Served in Agency Supported and CETA Supported Programs
Youth Served by Major U.S. Regions
Employment Programs for INNER CITY, URBAN, SUBURBAN and RURAL Youth
Employment Programs by Major U.S. Regions
Employment Programs Supported by Agency Budgets and CETA Budgets

Youth

Youth Served

In order to identify the geographic areas from which the respondents recruit their youth for all program activities, the following question was asked:

Please tell us what percent of the youth, which your agency serves, reside in the following areas: Inner City, Urban, Suburban and Rural?

There was no working definition for the listed geographic areas, so replies were subject to individual interpretations. The response to this question indicated that the respondents recruit and serve youth principally in RURAL and SUBURBAN areas. Table 1 presents the percentage of youth served by the respondents across the four geographic areas. Youth were served in all geographic areas, ranging from 86% in RURAL areas to 21% in the INNER CITIES.

Youth Served in Employment-Related Programs

The respondents reported that a total of 177,014 youth participated in a wide variety of employment-related programs during 1978. This participation represents a mean of 890 youth per program; however, the median of 65 youth per program is a more accurate reflection of the participation level.

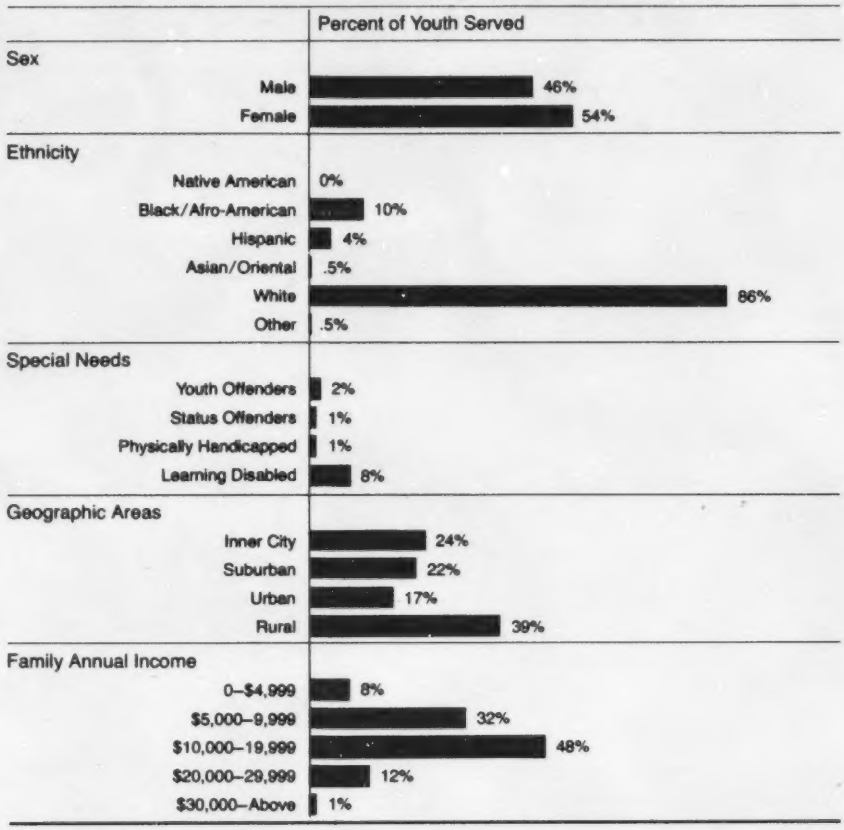
In Figure 1 the characteristics of the youth participants are presented. A majority (54%) of the youth were FEMALE, while 46% were MALE.

In terms of ethnic characteristics, the data indicate that the youth were predominately WHITE (86%). The proportion of other ethnic/cultural groups is as follows: BLACK/AFRO-AMERICAN (10%), HISPANIC (4%), ORIENTAL/ASIAN (.5%), NATIVE AMERICAN (0%), OTHER (.5%). In addition, the youth in employment-related programs tended to reside primarily in RURAL (39%) and INNER CITY (24%) areas. Twenty-two percent of the youth were reported living in SUBURBAN areas and 17% in URBAN areas.

To what extent were youth with special needs involved in the youth employment Programs?

The respondents reported serving only a small percent of special needs youth; i.e., LEARNING DISABLED (8%), YOUTH OFFENDERS (2%), STATUS OFFENDERS (1%) and PHYSICALLY HANDICAPPED (1%).

Figure 1 — Characteristics of the Participants in the Youth Employment Programs in 1978



Family income data revealed that 48% of the youth lived in families with annual incomes between $10,000 and $19,999, 40% of the youth had families with annual incomes below $10,000 per year, while 13% had families with incomes above $20,000 annually.

Programs

Youth Employment Programs 1975–1978

The information presented in this section represents data about the respondent's Youth Employment Programs. Information about 1978 programs is presented first and, when important, comparisons with 1975–1977 programs are made.

A total of 83 separate and distinct youth employment-related programs was offered in 1978. As of June 1979, 100% of these program services were still being offered to youth. Of the total reported, 94 operated only during the summer. The mean number of programs offered was 2 per respondent, however the median was one.

For the 1975–1977 period, the respondents reported providing a total of 166 employment-related programs for youth. Summer-only programs comprised 37% of the total. By comparing the number of programs offered between 1975 and 1977 (166) with those offered in 1978 (83), it can be seen that the number of programs offered in 1978 alone approached the number offered during the *previous three-year period*, constituting a small increase in the availability of youth employment programs.

In addition, it should be noted that over the past four years there has been a steady increase in the number of youth employment-related programs offered. In 1975, 45 respondents reported expending money on such programs, the number changed to 46 in 1976, 43 in 1977 and 52 in 1978; 1978 demonstrated the most dramatic increase.

Types of Programs Offered

What types of programs were offered to the youth?

The data presented in Figure 2 show the types of employment-related programs that have been offered by respondents over the past four years. The data are highly consistent between 1975–1977 and 1978 and indicate that each agency basically emphasized the same program areas in 1978 as it did between 1975–1977. The most frequently offered programs were CAREER AWARENESS/EDUCATION, PAID WORK EXPERIENCE and LIFE SKILLS MANAGEMENT. Other areas emphasized to a lesser degree were JOB TRAINING, JOB PREPARATION, UNPAID WORK EXPERIENCE, VOCATIONAL JOB COUNSELING, and ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK. Infrequently emphasized areas were TUTORING and PREPARATION for EMPLOYMENT-RELATED EXAMS, TRANSPORTATION ASSISTANCE and SUPPORTIVE SERVICES.

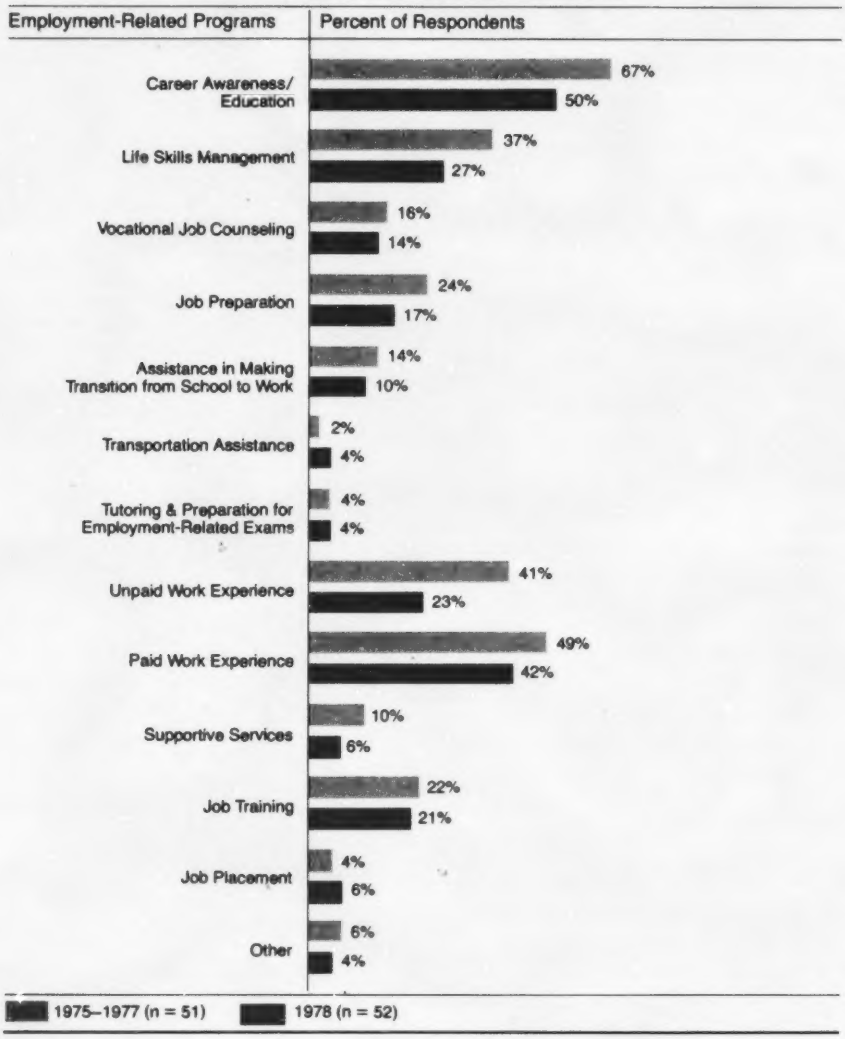
Program Funding

Funding for Youth Employment Programs

Table 2 presents data regarding the proportion of money expended by the respondents for 1978 employment-related programs according to the source of funding. Because a respondent could have had more than one source of funding for its employment-related programs, the percentages total more than 100%.

The data clearly indicate that the primary source of funding was the AGENCIES' OWN BUDGETS. Forty-eight percent of the respondents indicated that their OWN BUDGET supported their youth employment programs while the next most frequently indicated source (33%) was CETA (TITLE II, III or IV) monies. Other than the above two categories of funding sources, the remaining categories were infrequently checked by the respondents: Only 15% of the monies came from COUNTY FUNDS, 12% came from the LOCAL BUSINESS COMMUNITY, 6% each from PRIVATE FOUNDATIONS and CORPORATE or CORPORATE FOUNDATIONS and 4% from UNITED WAY (SPECIAL GRANT). Less than 3% of the respondents indicated each of the following sources of money: CITY, STATE, COUNTY, L.E.A.A., TITLE XX, HEW, CIVIC/SERVICE CLUBS or CORPORATIONS or CORPORATE FOUNDATIONS. Three percent of the respondents listed an OTHER source. In general, these data reflect a diversified but low-level funding pattern by the member affiliates for youth employment programs.

4-H **Figure 2 — Types of Employment-Related Programs Offered in 1975–1977 and in 1978**



Future Program Plans

Types of Programs

Table 3 represents the future programming emphases for all respondents planning to have employment-related programs for youth in the next twelve months. The pattern is similar to the emphases placed on the programming for youth employment programs seen in the previous four years. In essence, the respondents who plan to have programs will emphasize both PAID and UNPAID WORK EXPERIENCE, LIFE SKILLS MANAGEMENT and CAREER AWARENESS/EDUCATION. Other areas of emphasis will include JOB PREPARATION and JOB TRAINING.

Sources of Funds

As can be seen in Table 4, a moderate percentage (27%) of the respondents plan to seek monies from CETA (TITLE II, III or IV) for future employment-related programs. This emphasis upon seeking CETA monies is consistent with previous (1978) efforts of the respondents. When compared with the 1978 funding pattern, the respondents indicated that there will be increased effort to obtain monies from all funding sources, with the greatest increase in obtaining financial support from COUNTY FUNDS, CIVIC/SERVICE CLUBS and the LOCAL BUSINESS COMMUNITY.

40

Future Homemakers of America is a nonprofit national vocational education organization for young men and women in home economics and related occupations courses in public and private schools with a national membership of half a million in 12,500 chapters located in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands and American schools overseas. Membership is voluntary for all students who are taking or have taken a course in consumer homemaking or occupational home economics.

There are two types of chapters:

FHA Chapters place major emphasis on projects involving consumer education, homemaking and family life education. Chapters also explore home economics related jobs and careers with the realization that homemakers fill multiple roles as community leaders and wage earners.

HERO Chapters place major emphasis on preparation for jobs and careers with recognition that workers also fill multiple roles as homemakers.

The objective is to help youth assume their roles in society through Home Economics Education in areas of personal growth, family life, vocational preparation and community involvement.

The major program goal is to develop youth leadership capabilities. Program Action Impact, a decision-making process, and Encounter, an individual goal-setting process, were designed with student input as methods for members to plan and carry through in-depth, home economics related projects based on their own concerns and interests. A third process, one in which students can identify forms of recognition that have meaning for them, provides an opportunity to evaluate awards programs and identify the type of recognition most valued by individuals.

Fourteen National Officers (youth) are elected by the voting delegates to the National Leadership Meeting and make up the National Executive Council. The National Board of Directors is composed of adult representatives plus five youth representatives. State Associations and local chapters elect their own youth officers. State programs come under the direction of the Home Economics Education Staff, State Department of Education. Chapter advisors are home economics teachers.

Results of The Youth Employment Program Survey — Future Homemakers

Sample Sizes and Return Rates

A total of 400 corporate units of Future Homemakers of America was surveyed. The total response for Phase I was 23; i.e., a 6% return of the total surveys mailed. Future Homemakers of America was not able to participate in Phase II of the survey.

Cross Tabulation

To add depth to the Youth Employment Survey results, several cross tabulations were performed on the data. In order for cross tabulations to have meaning, they must be based upon a relatively large sample of survey respondents.

In the case of the Future Homemakers of America, the total number of respondents was too small to allow meaningful interpretation. There were no cross tabulations and the findings for the following areas are not presented:

- Youth Served in Agency Supported and CETA Supported Programs
- Youth Served by Major U.S. Regions
- Employment Programs for INNER CITY, URBAN, SUBURBAN and RURAL Youth
- Employment Programs by Major U.S. Regions
- Employment Programs Supported by Agency Budgets and CETA Budgets.

Youth

Youth Served

In order to identify the geographic areas from which the respondents recruit their youth for all program activities, the following question was asked:

Please tell us what percent of the youth, which your agency serves, reside in the following areas: Inner City, Urban, Suburban and Rural?

The response to this question indicated that the majority of youth recruited and served (50%–100%) are evenly distributed at 12% between the INNER CITY, URBAN and SUBURBAN Areas. The RURAL area, in contrast, has 35%. Table 1 presents the percentage of youth served by the respondents in each of the four areas.

Youth Served in Employment-Related Programs

The respondents reported that a total of 1,157 youth participated in a wide variety of employment-related programs during 1978. This participation represents a mean of 89 youth per program; however, the median of 31 youth per program is a more accurate reflection of the participation level.

In Figure 1, the characteristics of the youth participants are presented. A majority (63%) of the youth were FEMALE, while 37% were MALE.

In terms of ethnic characteristics, the data indicate that the youth were predominately WHITE (69%). The proportion of other ethnic/cultural groups is as follows: BLACK/AFRO-AMERICAN (14%), HISPANIC (16%), ORIENTAL/ASIAN (0%), NATIVE AMERICAN (1%) and OTHER (0%). In addition, the youth in employment-related programs tended to reside primarily in URBAN (65%) and RURAL (24%) areas. Seven percent of the youth were reported living in SUBURBAN, and 4% in INNER CITY areas.

To what extent were youth with special needs involved in the youth employment programs?

The responses indicated that less than 1% of the program served YOUTH OFFENDERS, STATUS OFFENDERS, the LEARNING DISABLED or the PHYSICALLY HANDICAPPED.

Family income date revealed that 33% of the youth lived in families with annual incomes between $10,000 and $19,999, 35% of the youth had families with annual incomes below $10,000 per year, while 33% had families with incomes above $20,000 annually.

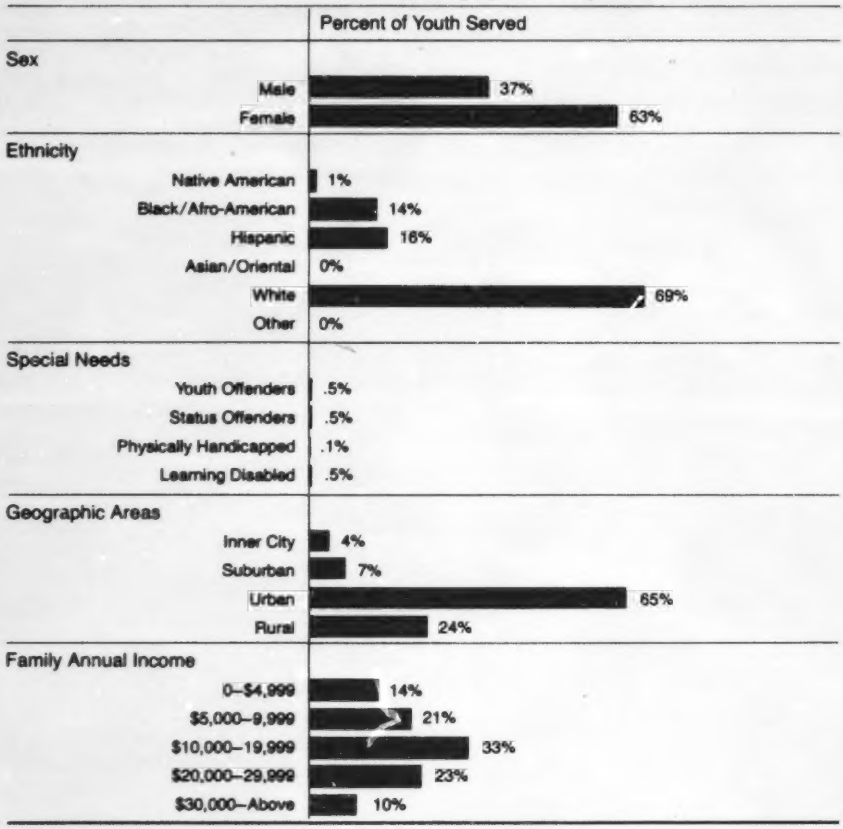
Programs

Youth Employment Programs 1975–1978

The information presented in this section represents data about the respondent's Youth Employment Programs. Information about 1978 programs is presented first and, when important, comparisons with 1975–1977 programs are made.

FHA

Figure 1 — Characteristics of the Participants in the Youth Employment Programs in 1978



A total of 36 separate and distinct youth employment-related programs was offered in 1978. As of June 1979, 27 of these program services were still being offered to youth. Of the total reported, five operated only during the summer. The mean number of programs offered was two per respondent, however, the median was two.

For the 1975–1977 period, the respondents reported providing a total of five employment-related programs for youth. Summer-only programs comprised 20% of the total. By comparing the number of programs offered between 1975 and 1977 (5) with those offered in 1978 (36), it can be seen that the number of programs offered in 1978 alone approached the number offered during the *previous three-year period*, constituting a rather dramatic increase in the availability of youth employment programs.

In addition, it should be noted that over the past four years there has been a steady increase in the number of employment-related programs for youth. In 1975 and 1976, 13 respondents reported expending money on such programs, the number increased to 14 in 1977 and 17 in 1978, demonstrating a small but steady increase in youth employment programs.

Types of Programs Offered

What types of programs were offered to the youth?

The data presented in Figure 2 show the types of employment-related programs that have been offered by respondents over the past four years. The data are highly consistent between 1975–1977 and 1978 and indicate that the agency basically emphasized the same program areas in 1978 as it did between 1975–1977. The most frequently offered programs were CAREER AWARENESS/EDUCATION, PAID WORK EXPERIENCE, JOB TRAINING and VOCATIONAL JOB COUNSELING. Other areas emphasized to a lesser degree were JOB PREPARATION, LIFE SKILLS MANAGEMENT, JOB PLACEMENT and ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK. Infrequently emphasized areas were TUTORING, SUPPORTIVE SERVICES, TUTORING AND PREPARATION for EMPLOYMENT-RELATED EXAMS and TRANSPORTATION ASSISTANCE.

Funding

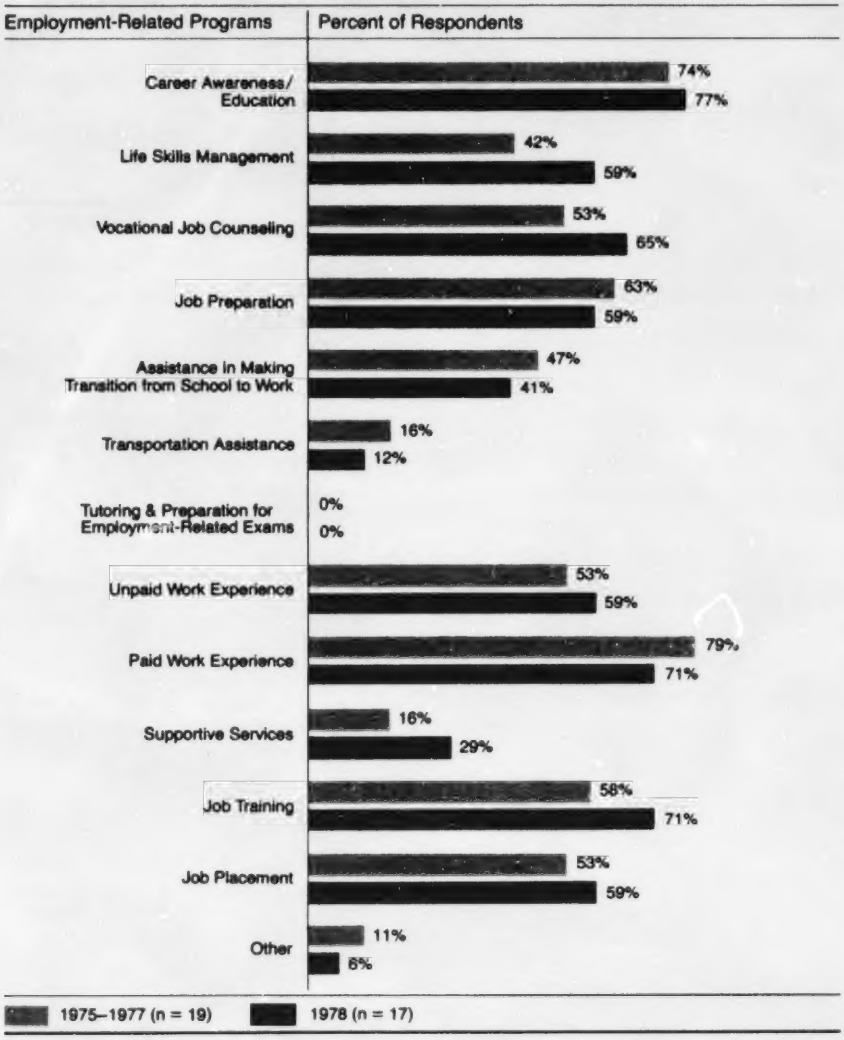
Funding for Youth Employment Programs

Table 2 presents data regarding the proportion of money expended by the respondents for 1978 employment-related programs according to the source of funding. Because a respondent could have had more than one source of funding for its employment-related programs, the percentages total more than 100%.

The data clearly indicate that the primary sources of funding were the AGENCIES' OWN BUDGET and CETA funds. Each of the two funding sources were cited by 29% of the respondents, while the next most frequently indicated sources were the LOCAL BUSINESS COMMUNITY (17%) and CITY GOVERNMENT (12%). Other than the above categories of funding sources, the remaining categories were infrequently checked by the respondents: Eight percent of the respondents secured STATE FUNDS, while 5% of the indicated funding sources were UNITED WAY-SPECIAL GRANTS, CIVIC/SERVICE CLUBS and TITLE XX. In general, these data reflect a diversified but low-level funding pattern by the member affiliates for youth employment programs.

FHA

Figure 2 — Types of Employment-Related Programs Offered in 1975–1977 and in 1978



Future Program Plans

Types of Programs

Table 3 represents the future programming emphases for all respondents planning to have employment-related programs for youth in the next twelve months. The pattern is similar to the emphases placed on the programming for youth employment programs seen in the previous four years. In essence, the respondents who plan to have programs will emphasize both CAREER AWARENESS/EDUCATION, PAID WORK EXPERIENCE, JOB TRAINING and JOB PREPARATION. Other areas of emphasis will include LIFE SKILLS MANAGEMENT, VOCATIONAL JOB COUNSELING, ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK and JOB PLACEMENT.

Sources of Future Funds

As can be seen in Table 4, a large percentage (30%) of the respondents plan to seek monies from CETA (TITLE II, III or IV) for future employment-related programs. This emphasis upon seeking CETA monies is consistent with previous (1978) efforts of the respondents. When compared with the 1978 funding pattern, the respondents indicated that there will be increased effort to obtain monies from all funding sources, with the greatest increase in obtaining financial support from the LOCAL BUSINESS COMMUNITY and STATE FUNDS. Increased emphasis is also planned to secure more funds from HEW and CIVIC/SERVICE CLUBS.

GCA is a national service and advocacy agency for the rights and needs of all girls. National goals of GCA are established to provide services consistent with preparation of today's girls for their transition to womanhood and the responsibilities they will face.

Within national guidelines, programs are initiated by Member Clubs to meet the needs of girls in that community. Girls Clubs in 34 states offer programs in tutoring and specialized learning, physical fitness and team sports, career development, performing and fine arts, health and sexuality education, parenting and homemaking skills, individual and group counseling. Open five to seven days a week, Girls Clubs provide members with a supportive environment in which to develop personal strengths, relationships and goals.

Youth Employment Programs are conducted in most clubs. Several clubs have developed outstanding models that are replicable in other communities and some are approved for school credit.

Program emphasis in each club is closely related to the target population in that city. Programs are adapted to specific community needs and capabilities rather than pre-packaged and imposed by the parent organization.

Services of a Girls Club are ongoing and youth involved in a specific program have the opportunity to participate in other programs and supportive services. All programs provide the benefits of agency volunteers, professional staff and community involvement. Career Development Programs access all resources of the agency.

Girls Clubs are uniquely qualified to provide services to girls, as the only agency providing daily building centered programs specifically designed with and for females. The professional staff locally receives special training and technical assistance through the national staff and other consultants skilled in working with girls. The national agency is a leading advocate for the rights of girls of all backgrounds and abilities and applies this policy to all service areas. Girls become decision-makers through GCA.

Results of The Youth Employment Survey — Girls Clubs of America

Sample Size and Return Rate

A total of 120 corporate units of Girls Clubs of America was surveyed. The total response for Phase I & II was 80; i.e., a 67% return of the total surveys mailed.

Cross Tabulation

To add depth to the Youth Employment Survey results, several cross tabulations were performed on the data. In order for cross tabulations to have meaning, they must be based upon a relatively large sample of survey respondents. In the case of the Girls Clubs of America, the number of respondents for each cross tabulation was too small to allow meaningful interpretation. A criterion was established that the cross tabulation response rate must be at least 25% of the total number of respondents for each cross tabulation.

For the Girls Clubs of America, there were no cross tabulations that reached this criterion. Therefore, the finding for the following cross tabulations are not presented:

- Youth Served in Agency Supported and CETA Supported Programs
- Youth Served by Major U.S. Regions
- Employment Programs for INNER CITY, URBAN, SUBURBAN and RURAL Youth
- Employment Programs by Major U.S. Regions
- Employment Programs Supported by Agency Budgets and CETA Budgets.

Youth

Youth Served

The Girls Clubs of America offer a wide range of services to youth. In order to identify the geographic area served by the organization and the geographic sources for the youth recruited for all programs and services, the following question was asked:

Please tell us what percent of the youth, which your agency serves, reside in the following areas: Inner City, Urban, Suburban and Rural?

There was no working definition for the listed geographic areas, so replies were subject to individual interpretations. The response indicated, however, that the principal recruitment and service is based in URBAN areas (61%) followed by SUBURBAN areas (45%) and the INNER CITY (35%). Table 1 presents the percentage of youth served by the respondents across the four geographic areas.

Youth Served in Employment-Related Programs 1975–1978

The respondents reported that a total of 7,553 youth participated in a wide variety of employment-related programs during 1978. This participation represents a mean of 124 youth per program; however, the median of 38 youth per program is a more accurate reflection of the participation level.

In Figure 1, the characteristics of the youth participants in 1978 employment programs are presented. A majority (91%) of the youth were FEMALE, while 9% were MALE.

In terms of ethnic characteristics, the data indicate that the youth were predominately BLACK (55%). The proportion of other ethnic/cultural groups is as follows: WHITE (35%), HISPANIC (7%), ORIENTAL/ASIAN (1%), NATIVE AMERICAN (1%) and OTHER (1%). In addition, the youth in employment-related programs tended to reside primarily in INNER CITY (41%) and URBAN (34%) areas. Nineteen percent of the youth were reported living in SUBURBAN and 7% in the RURAL areas.

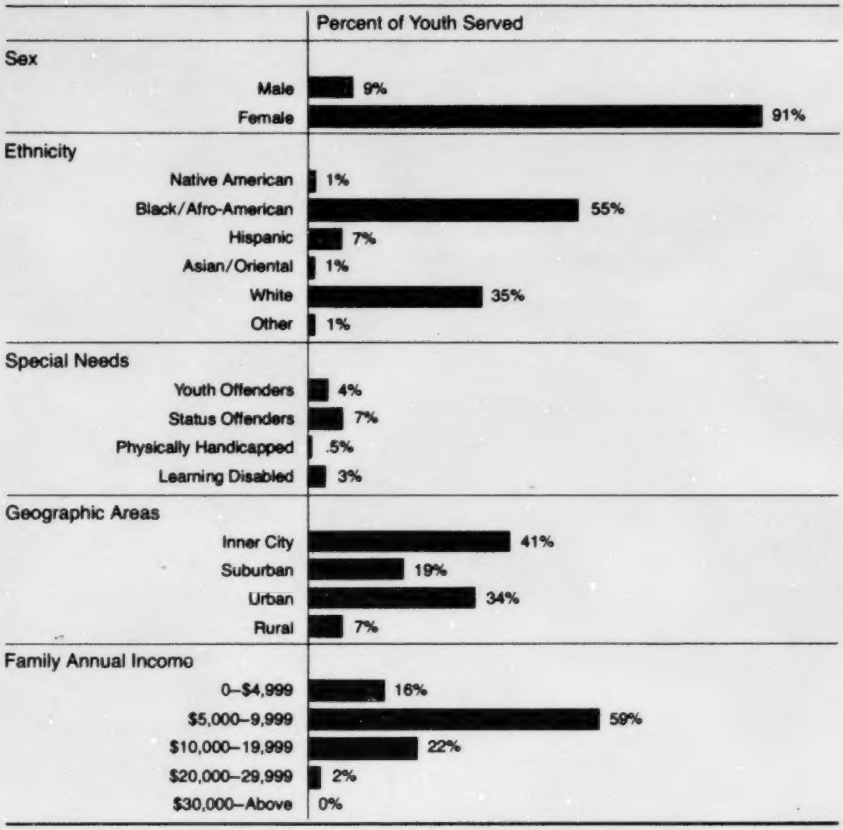
To what extent were youth with special needs involved in the youth employment programs?

The respondents reported serving a small percent of special needs youth; i.e., STATUS OFFENDERS (7%), YOUTH OFFENDERS (4%), LEARNING DISABLED (3%) and PHYSICALLY HANDICAPPED (1%).

Family income data revealed that 22% of the youth lived in families with annual incomes between $10,000 and $19,999, 75% of the youth had families with annual incomes below $10,000 per year, while 2% had families with incomes above $20,000 annually.

GCA

Figure 1 — Characteristics of the Participants in the Youth Employment Programs in 1978



Programs

Youth Employment Programs 1975–1978

The information presented in this section represents data about the respondent's Youth Employment Programs. Information about 1978 programs is presented first and, when important, comparisons with 1975–1977 programs are made.

A total of 222 separate and distinct youth employment-related programs was offered in 1978. As of June 1979, 147 of these program services were still being offered to youth. Of the total reported, 102 operated only during the summer. The mean number of programs offered was four per respondent, however, the median was three.

For the 1975–1977 period, the respondents reported providing a total of 273 employment-related programs for youth. Summer-only programs comprised 34% of the total. By comparing the number of programs offered between 1975 and 1977 (273) with those offered in 1978 (222), it can be seen that the number of programs offered in 1978 alone approached the number offered during the *previous three-year period*, constituting a rather dramatic increase in the availability of youth employment programs.

In addition, it should be noted that over the past four years there has been a steady increase in the number of employment-related programs for youth. In 1975, 50 respondents reported expending money on such programs, the number increased to 52 in 1976, 53 in 1977 and 67 in 1978; 1978 demonstrated the most dramatic increase.

Types of Programs Offered

What types of programs were offered to the youth?

The data presented in Figure 2 show the types of employment-related programs that have been offered by respondents over the past four years. The data are highly consistent between 1975–1977 and 1978 and indicate that the agency basically emphasized the same program areas in 1978 as it did between 1975–1977. The most frequently offered programs were PAID or UNPAID WORK EXPERIENCE and CAREER AWARENESS/EDUCATION. Other areas emphasized to a lesser degree were JOB TRAINING, JOB PREPARATION, LIFE SKILLS MANAGEMENT, VOCATIONAL JOB COUNSELING, SUPPORTIVE SERVICES and ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK. Infrequently emphasized areas were TUTORING and PREPARATION for EMPLOYMENT-RELATED EXAMS, JOB PLACEMENT and TRANSPORTATION ASSISTANCE.

Funding

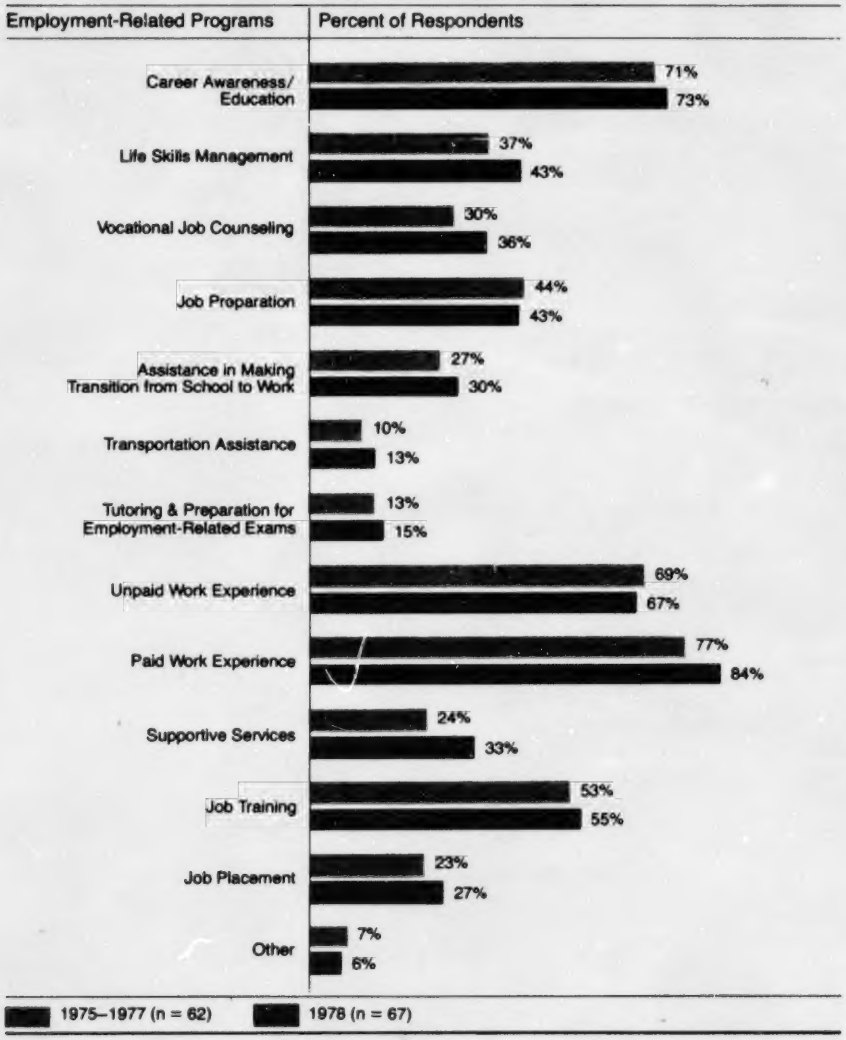
Funding for Youth Employment Programs

Table 2 presents data regarding the proportion of money expended by the respondents for 1978 employment-related programs according to the source of funding. Because a respondent could have had more than one source of funding for its employment-related programs, the percentages total more than 100%.

The data clearly indicate that the primary source of funding was the CETA (TITLE II, III, IV). Sixty-one percent of the respondents indicated that CETA funds supported their youth employment programs, while the next most frequently indicated source (55%) was the AGENCIES' OWN BUDGET. Other than the above two categories of funding sources, the remaining categories were infrequently checked by the respondents: Only 15% of the monies came from a UNITED WAY (SPECIAL GRANT), 17% from the LOCAL BUSINESS COMMUNITY, 14% from PRIVATE FOUNDATIONS, 13% from CIVIC/SERVICE CLUBS, 9% from CITY FUNDS. Less than 6% of the respondents indicated each of the following sources of money: STATE, COUNTY, L.E.A.A., TITLE XX, or HEW. Fourteen percent of the respondents listed an OTHER source. In general, these data reflect a diversified but low-level funding pattern by the member affiliates for youth employment programs.

GCA

Figure 2 — Types of Employment-Related Programs Offered in 1975–1977 and in 1978



Future Program Plans

Types of Programs

Table 3 represents the future programming emphases for all respondents planning to have employment-related programs for youth in the next twelve months. The pattern is similar to the emphases placed on the programming for youth employment programs seen in the previous four years. In essence, the respondents who plan to have programs will emphasize both PAID and UNPAID WORK EXPERIENCES and CAREER/AWARENESS/EDUCATION. Other areas of emphasis will include LIFE SKILLS MANAGEMENT, JOB PREPARATION, JOB TRAINING and VOCATIONAL JOB COUNSELING.

Sources of Funds

As can be seen in Table 4, a large percentage (65%) of the respondents plan to seek monies from CETA (TITLE II, III or IV) for future employment-related programs. This emphasis upon seeking CETA monies is consistent with previous (1978) efforts of the respondents. When compared with the 1978 funding pattern, the respondents indicated that there will be increased effort to obtain monies from all funding sources, with the greatest increase in obtaining financial support from CIVIC/SERVICE CLUBS, PRIVATE FOUNDATIONS, L.E.A.A., LOCAL BUSINESS COMMUNITY and UNITED WAY (SPECIAL GRANT).

Girl Scouting Is – An organization that provides opportunities for girls from all segments of American life to develop their potential, make friends, and become a vital part of their community. Based on ethical values, it opens up an exciting world of opportunity for youth and adult volunteers working in partnership with them.

Its Program – Is a continuous adventure in learning that offers girls a broad range of activities that address both their current interests and their future roles as women. Through activities that stimulate self-discovery, they are introduced to the excitement in the worlds of science, the arts, the out-of-doors and people. Girls have opportunities to develop new skills and self-confidence, to have fun, to make new friends, and through meaningful community service to acquire understanding about themselves and others.

It Is – The largest voluntary organization for girls in the world. It is open to all girls ages 6 through 17 (or in grades 1 through 12) who subscribe to its ideals as stated in the Girl Scout Promise and Law.

It is part of a worldwide family of girls and adults in 98 countries through its membership in the World Association of Girl Guides and Girl Scouts. There are more than three million members with 2,511,000 girls, or one out of every nine girls, ages 6–17, in the United States. There are 573,000 adult members (women and men) who participate as volunteer leaders, consultants, board members and staff specialists in the areas of child development, adult education, outdoor education and administration.

Girls and leaders participate in Girl Scouting through group activities in over 159,000 troops, including those on foreign soil (TOFS). The Girl Scout troops are organized by Girl Scout councils; 346 in the U.S.A. Councils are local units chartered by the national organization to administer and develop Girl Scouting in a council's jurisdiction (a specific geographic area).

Results of The Youth Employment Program Survey – Girls Scouts of the USA

Sample Size and Return Rate

A total of 348 corporate units was surveyed. The total response for Phase I & II was 227; i.e., a 65% return of the total surveys mailed.

Youth

Youth Served

The Girl Scouts of the USA offer a wide range of services to youth. In order to identify the geographic area served by the organization and the geographic source for the youth recruited for all programs and services, the following question was asked:

Please tell us what percent of the youth, which your agency serve, reside in the following areas: Inner City, Urban, Suburban and Rural?

There was no working definition for the listed geographic areas, so replies were subject to individual interpretations. Table 1 presents the percentage of youth served by the respondents across the four geographic areas. Recruitment and service to a majority of youth (51% to 100%) was almost evenly matched in URBAN areas (18%) and SUBURBAN areas (22%). This contrasts with (1%) in the INNER CITY areas and (13%) in RURAL areas. Overall, RURAL areas have the highest percentage of youth served (75%) followed by URBAN areas at (68%) and SUBURBAN areas at (62%).

Youth Served in Employment-Related Programs

The respondents reported that a total of 13,945 youth participated in a wide variety of employment-related programs during 1978. This participation represents a mean of 117 youth per program; however, the median of 30 youth per program is a more accurate reflection of the participation level.

In Figure 1, the characteristics of the participants in the 1978 Youth Employment program are presented. A majority (99%) of the youth were FEMALE, while 1% were MALE.

In terms of ethnic characteristics, the data indicate that the youth were predominately WHITE (90%). The proportion of other ethnic/cultural groups is as follows: BLACK/AFRO-AMERICAN (8%), HISPANIC (1%), ORIENTAL/ASIAN (1%), NATIVE AMERICAN (1%), OTHER (1%). The residence of the youth participating in employment-related programs were fairly evenly distributed between SUBURBAN areas (35%), RURAL areas (25%) and a combination (35%) of URBAN (28%) and INNER CITY (7%).

To what extent were youth with special needs involved in the youth employment programs?

The respondents reported serving less than one percent of the LEARNING DISABLED, YOUTH OFFENDERS, STATUS OFFENDERS and PHYSICALLY HANDICAPPED.

In terms of family income, 65% of the youth lived in families with annual incomes between $10,000 and $19,999, 25% of the youth had families with annual incomes below $10,000 per year, while 10% had families with incomes above $20,000 annually.

Youth Served in Agency Supported and CETA Supported Programs

Are the characteristics of the youth different for those who were involved in programs supported by agency budgets versus programs supported by CETA budgets?

Because of the relatively low number of respondents for this cross tabulation, the data are not presented; i.e., *n* for agency budgets was 50, while *n* for CETA was 6.

Youth Served by Major U.S. Regions

What was the distribution of the youth in the four major geographic regions?

North Central	*South*
North East	*West*

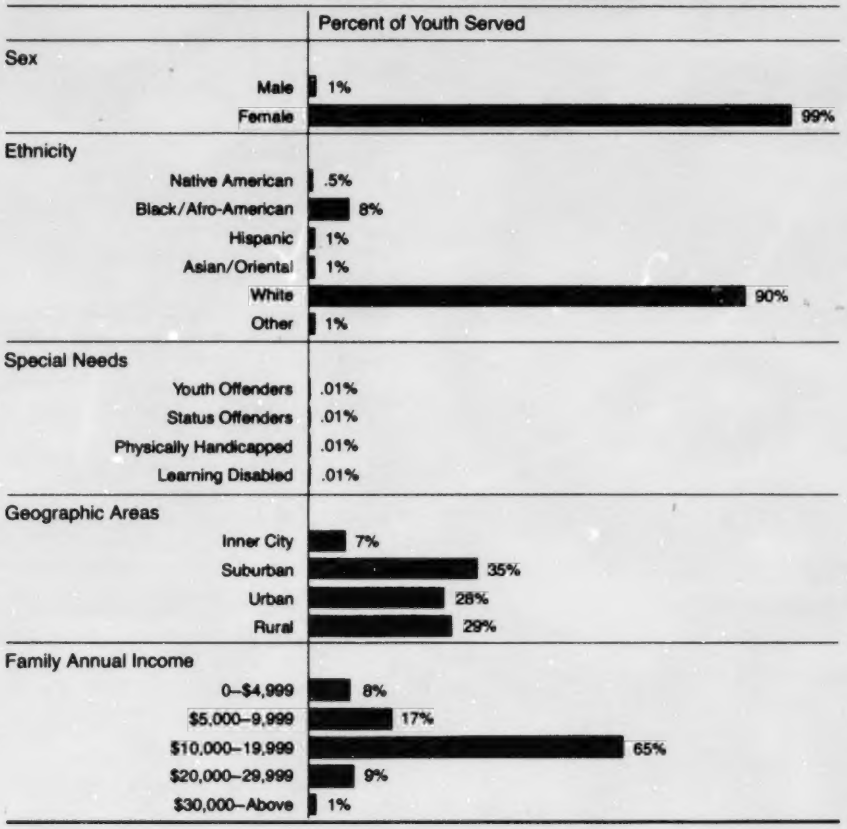
The percentage of youth by the four geographic regions are as follows:

57% lived in the NORTH CENTRAL
18% lived in the SOUTH
13%lived in the NORTH EAST
11% lived in the WEST

The median number of youth was 35 youth per program in the NORTH EAST and in the SOUTH, 25 in the NORTH CENTRAL and 20 in the WEST. The U.S. Regions are defined in Appendix B.

GSUSA

Figure 1 — Characteristics of the Participants in the Youth Employment Programs in 1978



What was the ethnic distribution of the youth in the four geographic regions?

In general, the percentage of NATIVE AMERICAN youth per program was less than 1% in each of the four regions. For BLACK/AFRO-AMERICAN youth, the percent per program was 29% in the SOUTH, 6% in the NORTH EAST, 3% in the NORTH CENTRAL and 3% in the WEST. For ORIENTAL/ASIAN youth, the percent of youth per program was 8% in the WEST, 1% in the SOUTH and less than 1% in both the NORTH EAST and NORTH CENTRAL. For WHITE youth, the percent of youth per program was 97% in the NORTH CENTRAL, 86% in the WEST, 76% in the NORTH EAST and 70% in the SOUTH.

Programs

Youth Employment Programs 1975–1978

The information presented in this section represents data about the respondent's Youth Employment Programs. Information about 1978 programs is presented first and, when important, comparisons with 1975–1977 programs are made.

A total of 395 separate and distinct youth employment-related programs was offered in 1978. As of June 1979, 227 of these program services were still being offered to youth. Of the total reported, 256 operated only during the summer. The mean number of programs offered was three per respondent, however, the median was two.

For the 1975–1977 period, the respondents reported providing a total of 341 employment-related programs for youth. Summer-only programs comprised 64% of the total. By comparing the number of programs offered between 1975–1977 (341) with those offered in 1978 (395), it can be seen that the number of programs offered in 1978 alone exceeded the number offered during the *previous three-year period*, constituting a dramatic increase in the availability of youth employment programs.

In addition, it should be noted that over the past four years there has been a steady increase in the number of member affiliates providing employment-related programs for youth. In 1975 and 1976 each, ninety-seven respondents reported expending money on such programs. The number increased to 102 in 1977 and 139 in 1978; 1978 demonstrating the most dramatic increase.

Types of Programs Offered

What types of programs were offered to the youth?

The data presented in Figure 2 show the types of employment-related programs that have been offered by respondents over the past four years. The data are highly consistent between 1975–1977 and 1978 and indicate that the agency basically emphasized the same program areas in 1978 as it did between 1975–1977. The most frequently offered programs were CAREER AWARENESS/EDUCATION, UNPAID WORK EXPERIENCE and PAID. Other areas emphasized to a lesser degree were JOB TRAINING, JOB PREPARATION and LIFE SKILLS MANAGEMENT. Infrequently emphasized areas were TUTORING AND PREPARATION FOR EMPLOYMENT-RELATED EXAMS, TRANSPORTATION ASSISTANCE, VOCATIONAL JOB COUNSELING, SUPPORTIVE SERVICES and ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK.

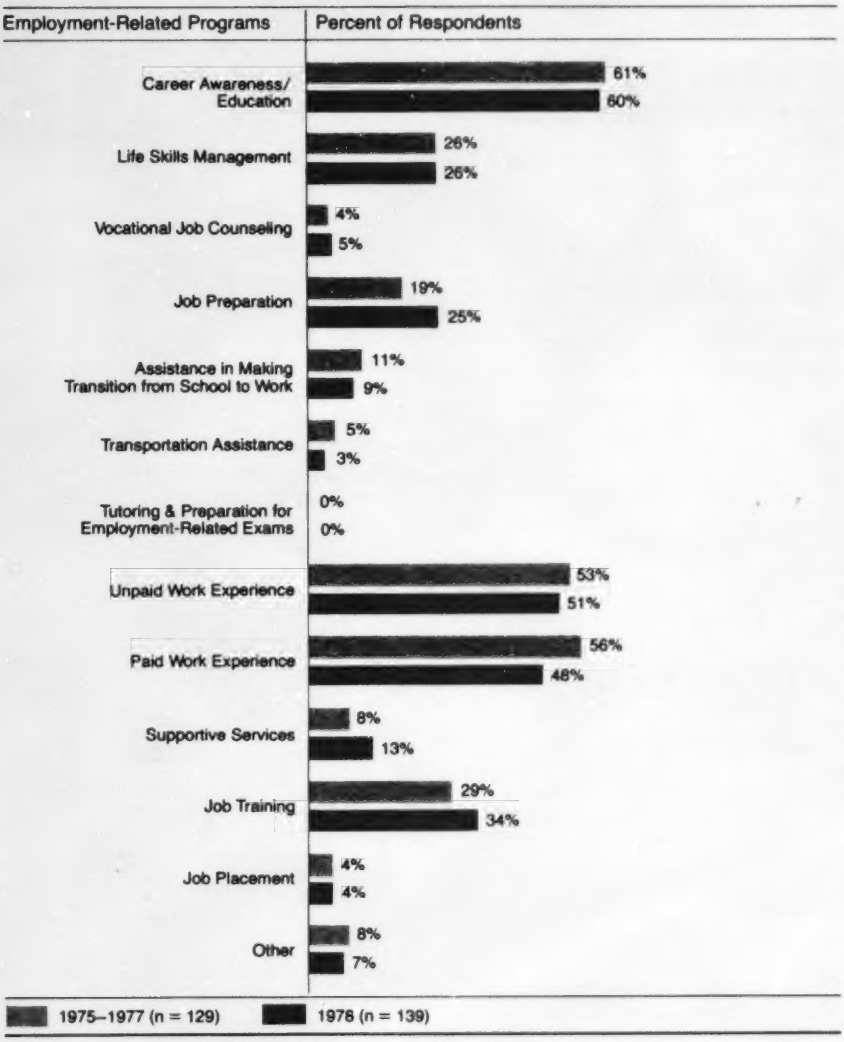
Employment Programs for Inner City, Urban, Suburban and Rural Youth

Did the youth employment programs emphasize different program content depending upon the geographic area served?

The data reveal that programs with predominately INNER CITY youth (defined as 51% of the youth participating in the programs who come from this geographic area) emphasized mainly PAID WORK EXPERIENCE, CAREER AWARENESS/EDUCATION and JOB TRAINING. In contrast, programs for

GSUSA

Figure 2 — Types of Employment-Related Programs Offered in 1975–1977 and in 1978



predominately RURAL youth emphasized CAREER AWARENESS/EDUCATION, UNPAID WORK EXPERIENCE and JOB TRAINING. Programs for predominately URBAN youth tended to emphasize UNPAID WORK EXPERIENCE, CAREER AWARENESS/EDUCATION and then PAID WORK EXPERIENCE. Finally, programs for predominately RURAL youth were CAREER AWARENESS/EDUCATION and UNPAID WORK EXPERIENCE, followed by PAID WORK EXPERIENCE. Generally speaking, the pattern or type of youth employment program offered to youth from predominately INNER CITY, SUBURBAN, URBAN and RURAL areas tended to be slightly different. Clearly, in the INNER CITY area the emphasis is on PAID WORK EXPERIENCE, whereas in SUBURBAN and RURAL areas the emphasis is on CAREER AWARENESS/EDUCATION and in the URBAN area on UNPAID WORK EXPERIENCE. The fact that there is variability between these four areas might lead one to conclude that the Girl Scouts of America is responsive to the differential employment training needs of their youth.

Youth Employment Programs by Major U.S. Regions

What was the population distribution of the respondents by the major U.S. regions?

North Central *South*
North East *West*

For those respondents with youth employment programs in 1978, their geographic distribution was as follows:

43% were in the NORTH CENTRAL
25% were in the SOUTH
20% were in the NORTH EAST
11% were in the WEST

Clearly the NORTH CENTRAL region of the United States had the highest percentage of respondents of all the regions, with the lowest percentage coming from the WEST. The U.S. Regions are defined in Appendix B.

CETA Programs

What was the distribution of CETA programs by the four geographic regions?

Due to the fact that the total number of CETA programs reported for each of the regions was very low, the data for this cross tabulation will not be presented. Specifically, only 14 CETA programs were reported in the NORTH CENTRAL, 9 in the NORTH EAST, 7 in the SOUTH and 3 in the WEST.

Youth Employment Programs Supported by Agency Budgets and CETA Budget

What types of youth employment programs were supported by agency and CETA budgets in 1978?

Because of the relatively low number of respondents from this cross tabulation, the data are not presented; i.e., *n* for agency budgets was 50, while *n* for CETA was 6.

Program Funding

Funding for Youth Employment Programs

Table 2 presents data regarding the proportion of money expended by the respondents for 1978 employment-related programs according to the source of funding. Because a respondent could have had more than one source of funding for its employment-related programs, the percentages total more than 100%.

The data clearly indicate that the primary source of funding was the AGENCIES' OWN BUDGET. Sixty-eight percent of the respondents indicated that their OWN BUDGET supported their youth employment programs, while the next most frequently indicated source (24%) was CETA (TITLE II, III or IV). Other than the above two categories of funding sources, the remaining categories were infrequently checked by the respondents. Only 9% of the monies came from a UNITED WAY (SPECIAL GRANT), 6% from the PRIVATE FOUNDATIONS. Less than 5% of the respondents indicated each of the following sources of money: LOCAL BUSINESS COMMUNITY, CIVIC/SERVICE CLUBS, CITY, STATE, COUNTY, L.E.A.A., TITLE XX, HEW sources or CORPORATIONS or CORPORATE FOUNDATIONS. Seven percent of the respondents listed an OTHER source. In general, these data reflect a diversified but low-level funding pattern by the member affiliates for youth employment programs.

Future Program Plans

Types of Programs

Table 3 represents the future programming emphases for all respondents planning to have employment-related programs for youth in the next twelve months. The pattern is similar to the emphases placed on the programming for youth employment programs seen in the previous four years. In essence, the respondents who plan to have programs will emphasize CAREER AWARENESS/EDUCATION and both PAID and UNPAID WORK EXPERIENCES. Other areas of emphasis will include LIFE SKILLS MANAGEMENT, JOB PREPARATION and JOB TRAINING.

Sources of Funds

As can be seen in Table 4, a moderate percentage (23%) of the respondents plan to seek monies from CETA (TITLE II, III or IV) for future employment-related programs. This level of approach for seeking CETA funds is consistent with previous (1978) efforts of the respondents. When compared with the 1978 funding pattern, the respondents indicated that there will be increased effort to obtain monies from all funding sources, with the greatest increase in obtaining financial support from CIVIC/SERVICE CLUBS, LOCAL BUSINESS COMMUNITY, PRIVATE FOUNDATIONS and UNITED WAY. Other than CETA, the emphasis is clearly upon seeking monies from NON-GOVERNMENTAL sources.

Young Men's Christian Association

The Young Men's Christian Association was founded in London, England in 1844 by George Williams and eleven other young men. The YMCA was established by them as a reaction to what they considered the corrupt and immoral life in 19th century London. Influenced by the initial success of the organization, Thomas Sullivan organized the first YMCA in the United States in Boston in 1851.

Throughout its 125-year history, the YMCA in the United States has developed into a multi-service community agency serving all segments of the population. The YMCA, in policy and practice, supports all activities that help boys, girls, men and women realize their full potential as persons. This means that no one approach can be the only answer for its members. Therefore, a wide variety of opportunities exist as deemed most important by the different local YMCAs. Financed almost entirely by income from membership, rentals, program fees, United Way and private contributions, YMCAs are challenged to offer the kinds of meaningful and significant programs that will attract increasing numbers of members and other constituents.

In addition to traditional programs of group work and health and physical fitness, YMCAs in the past two decades have channeled resources into programs that respond to social needs and problems. Many YMCAs have developed programs that focus on the particular concerns of disadvantaged persons, especially young men and women in poverty areas. Through such activity, YMCAs have provided leadership and coordination for more effective utilization of available community resources and have opened many avenues leading toward resolution of this country's pressing social concerns.

A particular example of these efforts is the YMCAs' juvenile justice and youth development programs. In 1972, the National Board of YMCAs adopted as one of its six program goals the task of developing programs to change the conditions that lead to delinquency and youth alienation. Since that time, over 500 juvenile justice and delinquency prevention programs have been implemented by local YMCAs. In 1978, the National Board broadened the scope of this work by adopting a major goal on youth development. Included in this effort will be programs that focus on the youth employment crisis. In tandem with continuing work in juvenile justice, it is expected that over the next three to five years programs related to youth employment will grow in number and quality to become a major component of YMCA's responses to the social challenges of our times.

Results of The Youth Employment Program Survey — National Board of YMCAs

Sample Size and Return Rate

A total of 934 corporate units was surveyed. The total response for Phase I & II was 315; i.e., a 34% return of the total surveys mailed.

Youth

Youth Served

The affiliates of the YMCA offer a wide range of services to youth and their families. In order to identify the geographic area served by the organizations and the geographic sources for the youth recruited for all programs and services, the following question was asked:

Please tell us what percent of the youth, which your agency serves, reside in the following areas: Inner City, Urban, Suburban and Rural?

There was no working definition for the listed geographic areas, so replies were subject to individual interpretations. The response to this question indicated that the respondents recruit and serve youth on a fairly even distribution from each of the four geographic areas served by these agencies. Table 1 presents the percentage of youth served by the respondents. There is a significant metropolitan presence reflected in the responses for INNER CITY (47%), URBAN (62%) and SUBURBAN (63%).

Youth Served in Employment-Related Programs

The respondents reported that a total of 25,880 youth participated in a wide variety of employment-related programs during 1978. This participation represents a mean of 126 youth per program; however, the median of 25 youth per program is a more accurate reflection of the participation level.

In Figure 1, the characteristics of the youth participants in employment-related programs are presented. A majority (58%) of the youth were MALE, while (42%) were FEMALE.

In terms of ethnic characteristics, the data indicate that the youth were predominately WHITE (60%). The proportion of other ethnic/cultural groups are as follows: BLACK/AFRO-AMERICAN (29%), HISPANIC (7%), ORIENTAL/ASIAN (1%), NATIVE AMERICAN (1%). In addition, the youth in employment-related programs tended to reside primarily in INNER CITY (36%), SUBURBAN (26%) and URBAN (25%) areas.

To what extent were youth with special needs involved in the youth employment programs?

The respondents reported serving only a small percent of special needs youth; i.e., LEARNING DISABLED (2%), YOUTH OFFENDERS (4%), PHYSICALLY HANDICAPPED (1%) and STATUS OFFENDERS (3%)

Family income data indicates that 25% of the youth lived in families with annual incomes between $10,000 and $19,999, 63% of the youth had families with annual incomes below $10,000 per year, while 12% had families with incomes above $20,000 annually.

Youth Served in Agency Supported and CETA Supported Programs

Are the characteristics of the youth different for those who were involved in programs supported by agency budgets versus programs supported by CETA budgets?

Because of the relatively low number of respondents for this cross tabulation, the data are not presented; i.e., *n* for agency budget was 22, while *n* for CETA was 25.

Youth Served by Major U.S. Regions

What was the distribution of the youth by the four major geographic regions?

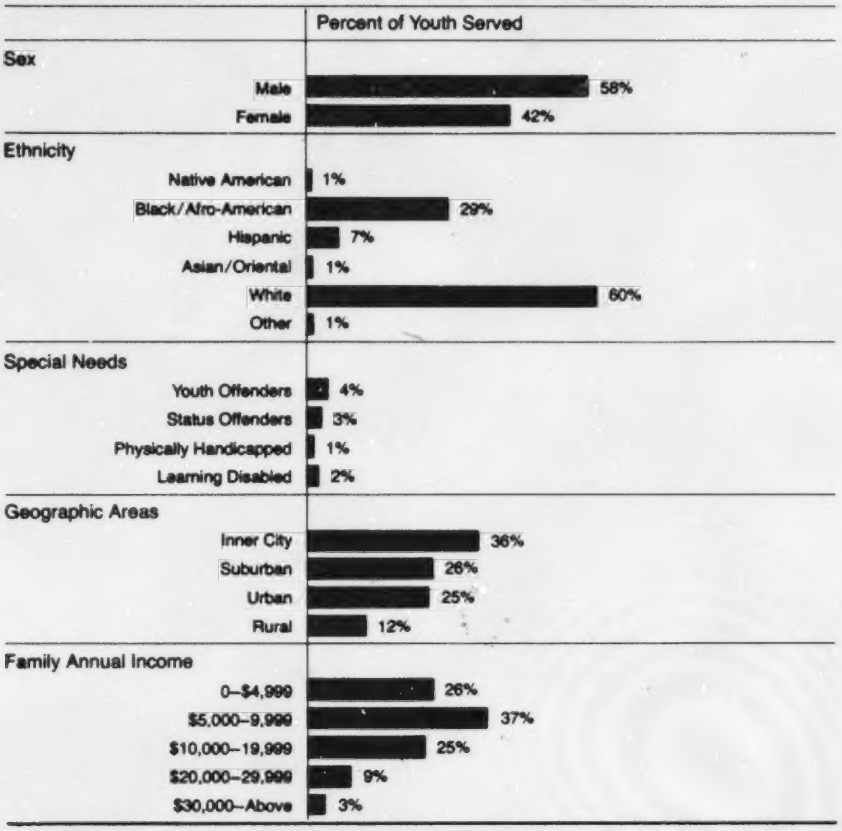
North Central	*South*
North East	*West*

The distribution of the youth by the four geographic regions does not parallel either the distribution of respondents or the distribution of CETA programs. The data reveal the following distribution:

51% lived in the NORTH CENTRAL
21% lived in the SOUTH
19% lived in the NORTH EAST
9% lived in the WEST

It is clear that the NORTH CENTRAL had the greatest number of youth, whereas the WEST had the least number. The difference between the percentage in the NORTH CENTRAL versus the WEST is considerable. An inspection of the mean number of youth per program reveal that the NORTH CENTRAL had a mean of 197 youth per program, the SOUTH had a

Figure 1 — Characteristics of the Participants in the Youth Employment Programs in 1978



mean of 130 youth per program, the NORTH EAST 78 youth per program and the WEST 64 youth per program. It is clear that the large number of youth per program in the NORTH CENTRAL versus the WEST is the prime factor in the differences between these regions. The U.S. Regions are defined in Appendix B.

Was the YMCA responsive to the ethnic distribution of the youth by the four major geographic regions?

The answer appears to be yes. The percentage of NATIVE AMERICAN youth per program was 5% in the WEST, 2% in the NORTH CENTRAL, 1% in the SOUTH and less than 1% in the NORTH EAST. This distribution generally reflects the distribution of NATIVE AMERICANS across the United States; however, the parallel in this case is only slight. In the SOUTH, NORTH EAST, and NORTH CENTRAL where the number of BLACK/AFRO-AMERICANS is greater than in the WEST, the percentage of BLACK/AFRO-AMERICAN youth per program is also greater. Specifically, the percentage of BLACK/AFRO-AMERICANS per program was 32% in the SOUTH, 32% in the NORTH CENTRAL, 21% in the NORTH EAST and 8% in the WEST.

The same trend appears to be true for HISPANIC, ORIENTAL/ASIAN, and WHITE youth; i.e., for HISPANIC, the percent of youth per program was 23% in the WEST, 8% in the NORTH CENTRAL, 6% in the NORTH EAST and 1% in the SOUTH. For ORIENTAL/ASIAN youth, the distribution was 5% in the WEST and less than 1% in the NORTH EAST, NORTH CENTRAL and SOUTH. With regard to the distribution of WHITE, the percent of youth was 70% per program in the NORTH EAST, 66% in the SOUTH, 57% in both the NORTH CENTRAL and WEST.

Programs

Youth Employment Programs 1975–1978

The information presented in this section represents data about the respondent's Youth Employment Programs. Information about 1978 programs is presented first and, when important, comparisons with 1975–1977 programs are made.

A total of 712 separate and distinct youth employment-related programs was offered in 1978. As of June 1979, 488 of these program services were still being offered to youth. Of the total reported, 369 operated only during the summer. The mean number of programs offered was four per respondent, however, the median was three.

For the 1975–1977 period, the respondents reported providing a total of 1,422 employment-related programs for youth. Summer-only programs comprised 33% of the total. By comparing the number of programs offered between 1975 and 1977 (1,422) with those offered in 1978 (712), it can be seen that the number of programs offered in 1978 alone, approached the number offered during the *previous three-year period*, constituting an increase in the availability of youth employment programs.

In addition, it should be noted that over the past four years there has been a steady increase in the number of employment-related programs for youth. In 1975, 168 respondents reported expending money on such programs, the number increased to 179 in 1976, 181 in 1977 and 229 in 1978; 1978 demonstrated the most dramatic increase.

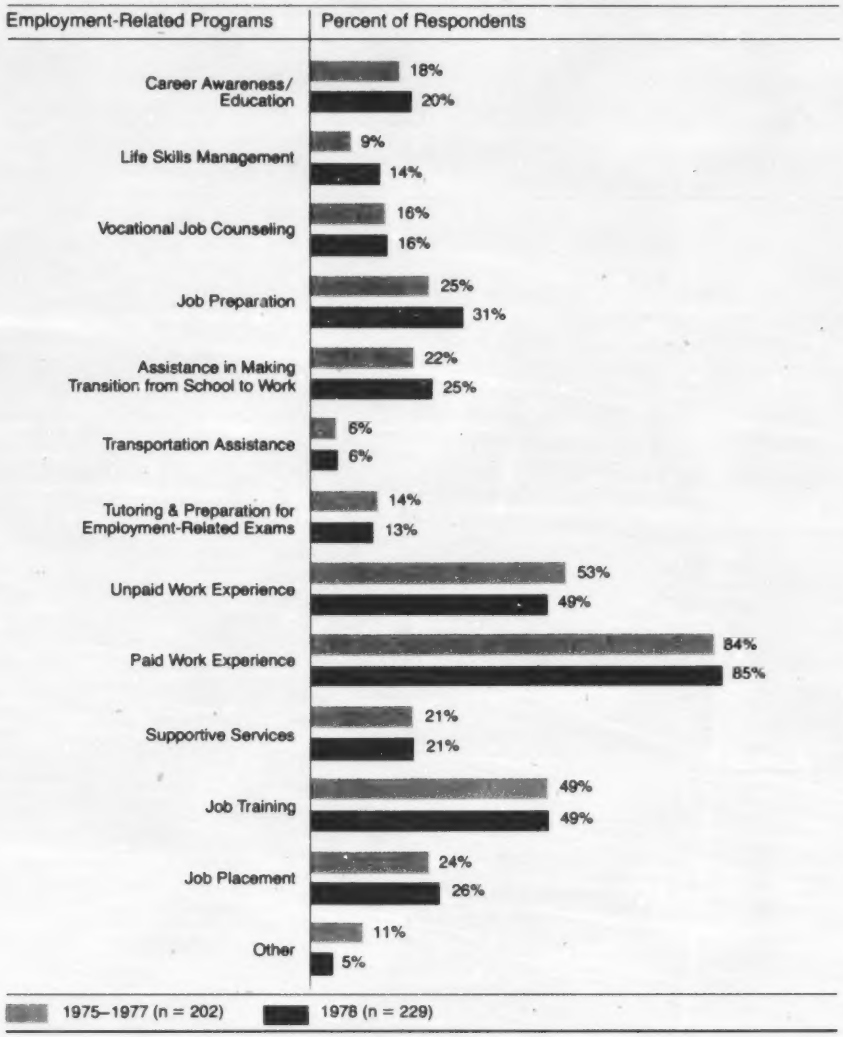
Types of Programs Offered

What types of programs were offered to the youth?

The data presented in Figure 2 show the types of employment-related programs that have been offered by respondents over the past four years. The data are highly consistent between 1975–1977 and 1978 and indicate that the agency basically emphasized the same program areas in 1978 as it did between 1975–1977. The most frequently offered programs were PAID and UNPAID WORK EXPERIENCE, JOB TRAINING and JOB PREPARATION. Other areas emphasized to a lesser degree were JOB PLACEMENT, VOCATIONAL JOB COUNSELING, LIFE SKILLS MANAGEMENT, CAREER AWARENESS/EDUCATION, SUPPORTIVE SERVICES and ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK. Infrequently emphasized areas were TUTORING AND PREPARATION FOR EMPLOYMENT-RELATED EXAMS and TRANSPORTATION ASSISTANCE.

YMCA

Figure 2 — Types of Employment-Related Programs Offered in 1975–1977 and in 1978



Employment Programs for Inner City, Urban, Suburban and Rural Youth

Did the youth employment programs emphasize different program content depending upon the geographic area served?

The data reveal that programs with predominately INNER CITY youth as participants (defined as 51% of the youth participating in the programs who come from this geographic area) emphasized mainly PAID WORK EXPERIENCE, JOB TRAINING, JOB PREPARATION and UNPAID WORK EXPERIENCE. Programs for predominately URBAN, SUBURBAN and RURAL youth also emphasize these same areas; however, the emphasis on JOB PREPARATION was considerably lower than in programs for predominately INNER CITY youth. A consistent emphasis is apparent, regardless of the geographic area served.

Youth Employment Programs by Major U.S. Regions

What was the population distribution of the respondents by the major U.S. regions; i.e., North Central, North East, South and West?

The data reveal that for respondents with youth employment programs in 1978, their geographic distribution was as follows:

31% were in the NORTH CENTRAL
30% were in the NORTH EAST
21% were in the SOUTH
18% were in the WEST

It appears, that the NORTH EAST and NORTH CENTRAL had the greatest number of respondents while the SOUTH and WEST had the smallest number. The U.S. Regions are defined in Appendix B.

CETA Programs

What was the distribution of CETA programs by the four geographic regions?

The data reveal that 34% of the CETA programs were located in the NORTH CENTRAL region, 29% were located in the NORTH EAST, 20% in the SOUTH and 18% in the WEST. It is interesting to note the parallel in the distribution of CETA programs by the geographic regions with the distribution of respondents.

Youth Employment Programs Supported by Agency Budgets and CETA Budget

What types of youth employment programs were supported by agency budgets and CETA budgets in 1978?

Because of the relatively low number of respondents for this cross tabulation, the data are not presented; i.e., *n* for the agency budget was 22, while *n* for CETA was 25.

Program Funding

Funding for Youth Employment Programs

Table 2 presents data regarding the proportion of money expended by the respondents for 1978 employment-related programs according to the source of funding. Because a respondent could have had more than one source of funding for its employment-related programs, the percentages total more than 100%.

The data clearly indicate that the primary source of funding was the AGENCIES' OWN BUDGETS. Sixty-seven percent of the respondents indicated that their OWN BUDGET supported their youth employment programs, while the next most frequently indicated source (64%) was CETA (TITLE II, III or IV) monies. Other than the above two categories of funding sources, the remaining categories were infrequently checked by the respondents: Only 11% of the monies came from a UNITED WAY (SPECIAL GRANT), 15% from the LOCAL BUSINESS COMMUNITY, 12% from CITY, 10% from STATE FUNDS and TITLE XX, and 9% from CIVIC/SERVICE CLUBS. Eight percent or less indicated each of the following sources of money: COUNTY, L.E.A.A., PRIVATE FOUNDATIONS, HEW and CORPORATIONS or CORPORATE FOUNDATIONS. Eight percent of the respondents listed an OTHER source. In general, these data reflect a diversified but low-level funding pattern by the member affiliates for youth employment programs.

Future Program Plans

Types of Programs

Table 3 represents the future programming emphases for all respondents planning to have employment-related programs for youth in the next twelve months. The pattern is similar to the emphases placed on the programming for youth employment programs seen in the previous four years. In essence, the respondents who plan to have programs will emphasize both PAID and UNPAID WORK EXPERIENCES and JOB TRAINING. Other areas of emphasis will include LIFE SKILLS MANAGEMENT, JOB PREPARATION, JOB TRAINING and VOCATIONAL JOB COUNSELING, CAREER AWARENESS/EDUCATION, ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK and SUPPORTIVE SERVICES.

Source of Funds

As can be seen in Table 4, a large percentage (64%) of the respondents plan to seek monies from CETA (TITLE II, III or IV) for future employment-related programs. This emphasis upon seeking CETA monies is consistent with previous (1978) efforts of the respondents. When compared with the 1978 funding pattern, the respondents indicated that there will be a modest increase in effort to obtain monies from all funding sources.

Young Women's Christian Association of The U.S.A.

Founded in England, 1855
U.S. Founding, 1858

The YWCA is for women and girls over 12 years, representing a cross section of racial and ethnic, economic and religious backgrounds working in partnership to achieve human rights for all people.

The YWCA, at its 1979 convention, adopted as one of its objectives, special attention to the needs of teens.

Its program includes education, career guidance, non-traditional employment opportunities, health education, training in the arts. Its juvenile justice program stresses advocacy programs for high-risk teen girls. It is where, together, teens and adults can affect social action.

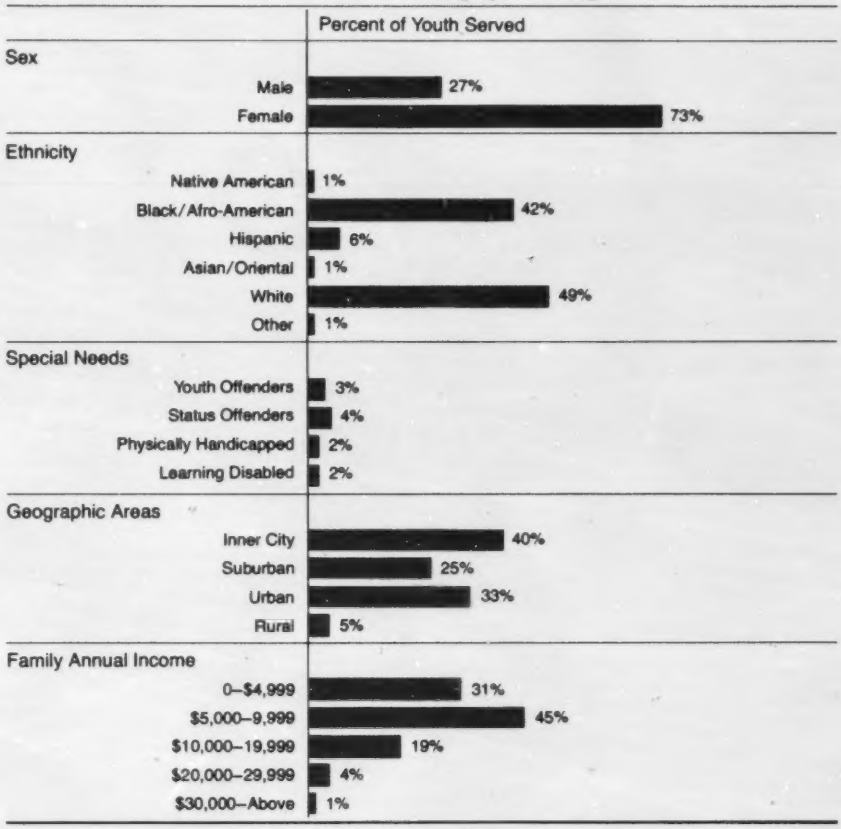
The YWCA emphasizes youth as full partners, as the Association works towards youth empowerment through programs such as leadership development, involvement in decision-making value choices, cultural awareness and spiritual growth.

At the base of all Association program is the YWCA's One Imperative, which calls for elimination of racism wherever it exists and by any means necessary.

The YWCA of the U.S.A., with a membership of 2½ million women and girls and participants is at work in 49 states at 5,000 locations. It is part of a worldwide membership movement in over 80 countries.

YWCA

Figure 1 — Characteristics of the Participants in the Youth Employment Programs in 1978



Results of The Youth Employment Program Survey — National Board of the YWCA of the U.S.A.

Sample Size and Return Rate

A total of 424 corporate units was surveyed. The total responses for Phase I & II was 254; i.e., a 60% return of the total surveys mailed.

Youth

Youth Served

The YWCA offers a wide range of services to youth. In order to identify the geographic areas served by the organization and the geographic sources for the youth recruited for all programs and services, the following question was asked:

Please tell us what percent of the youth, which your agency serves, reside in the following areas: Inner City, Urban, Suburban and Rural?

There was no working definition for the listed geographic areas, so replies were subject to individual interpretations. As shown in Table 1, the response to this question indicates an emphasis on recruitment and service in the metropolitan areas of INNER CITY (52%), URBAN (64%) and SUBURBAN (56%).

Youth Served in Employment-Related Programs

The respondents reported that a total of 8,414 youth participated in a wide variety of employment-related programs during 1978. This participation represents a mean of 58 youth per program; however, the median of 33 youth per program is a more accurate reflection of the participation level.

In Figure 1, the characteristics of the youth participants in Employment-Related Programs are presented. A majority (73%) of the youth were FEMALE, while 27% were MALE.

In terms of ethnic characteristics, the data indicate an almost equal percentage of WHITE youth (49%) and BLACK AFRO-AMERICAN (42%), other ethnic/cultural groups are as follows: HISPANIC (6%), ORIENTAL/ASIAN (1%), NATIVE AMERICAN (1%), OTHER (1%). In addition, the youth in employment-related programs tended to reside primarily in INNER CITY (40%) and URBAN (33%) areas. Twenty-five percent of the youth were reported living in SUBURBAN and 5% in RURAL areas.

To what extent were youth with special needs involved in the youth employment programs?

The respondents reported serving a small percent of youth with special needs; i.e., LEARNING DISABLED (2%), YOUTH OFFENDERS (3%), PHYSICALLY HANDICAPPED (2%) and STATUS OFFENDERS (4%).

Family income data indicates that 19% of the youth lived in families with annual incomes between $10,000 and $19,999, 76% of the youth had families with annual incomes below $10,000 per year, while 5% had families with incomes above $20,000 annually.

Youth Served in Agency Supported and CETA Supported Programs

Are the characteristics of the youth different for those who were involved in programs supported by agency budgets versus programs supported by CETA budgets?

Because of the relatively low number of respondents for this cross tabulation, the data are not presented; i.e., *n* for agency budget was 22, while *n* for CETA was 25.

Youth Served by Major U.S. Regions

What was the distribution of the youth by the four major geographic regions?

North Central *South*
North East *West*

The distribution of the youth only slightly parallels the distribution of respondents by the four geographic regions. In particular, 43% of the youth came from the NORTH CENTRAL region, 25% came from the NORTH EAST region, 17% came from the SOUTH and 15% from the WEST. Even though the percentage of youth for the NORTH CENTRAL was greater than the percentage of respondents for the NORTH CENTRAL, the pattern is very similar; i.e., the NORTH CENTRAL and NORTH EAST have the greatest number of youth, while the SOUTH and WEST have the fewest. The median number of youth across the four geographic regions was 72 youth per program in the NORTH CENTRAL, 55 youth per program in the WEST, 50 youth per program in the SOUTH and 48 youth per program in the NORTH EAST. The U.S. Regions are defined in Appendix B.

Was the YWCA responsive to the ethnic distribution of the youth by the major geographic regions?

It appears clear that the YWCA Is responsive to the ethnic distribution of the youth of the United States. Specifically, the WEST had the greatest percentage of youth of NATIVE AMERICAN extraction with three percent of the total youth population. The percentage of NATIVE AMERICANS in the NORTH EAST, NORTH CENTRAL and SOUTH was less than 1%. In the SOUTH, NORTH CENTRAL and NORTH EAST, where the general distribution of BLACK/AFRO-AMERICANS is greater than in the WEST, the distribution of youth per program of BLACK/AFRO-AMERICAN origin is also greater than in the WEST. In particular, the percent of BLACK/AFRO-AMERICAN by the four geographic regions is as follows: 55% in the SOUTH, 47% in the NORTH CENTRAL, 39% in the NORTH EAST and 17% in the WEST.

In the WEST the same trend appears to be true for HISPANIC, ORIENTAL/ASIAN and WHITE youth; i.e., for HISPANICS the percentage of youth per program was 14% in the WEST, 13% in the SOUTH, 5% in the NORTH EAST, and 2% in the NORTH CENTRAL. For ORIENTAL/ASIAN youth the distribution was 5% in the WEST, 2% in the NORTH CENTRAL and less than 1% in both the SOUTH and NORTH EAST. For WHITE youth the distribution was 59% in the WEST, 55% in the NORTH EAST, 50% in the NORTH CENTRAL and 31% in the SOUTH.

Programs

Youth Employment Programs 1975–1978

The information presented in this section represents data about the respondent's Youth Employment Programs. Information about 1978 programs is presented first and, when important, comparisons with 1975–1977 programs are made.

A total of 419 separate and distinct youth employment-related programs was offered in 1978. As of June 1979, 283 of these program services were still being offered to youth. Of the total reported, 151 operated only during the summer. The mean number of programs offered was two per respondent; the median was also two.

For the 1975–1977 period, the respondents reported providing a total of 427 employment-related programs for youth. Summer-only programs comprised 48% of the total. By comparing the number of programs offered between 1975 and 1977 (427) with those offered in 1978 (419), it can be seen that the number of programs offered in 1978 alone approached the number offered during the *previous three-year period*, constituting a rather dramatic increase in the availability of youth employment programs.

In addition, it should be noted that over the past four years there has been a steady increase in the number of employment-related programs for youth. In 1975, 116 respondents reported expending money on such programs, the number increased to 127 in 1976, 138 in 1977 and 168 in 1978; 1978 demonstrated the most dramatic increase.

Types of Programs Offered

What types of programs were offered to the youth?

The data presented in Figure 2 show the types of employment-related programs that have been offered by respondents over the past four years. The data are highly consistent between 1975–1977 and 1978 and indicate that the agency basically emphasized the same program areas in 1978 as it did between 1975–1977. The most frequently offered programs were PAID or UNPAID WORK EXPERIENCE, JOB TRAINING and CAREER AWARENESS/EDUCATION. Other areas emphasized to a lesser degree were JOB PREPARATION, LIFE SKILLS MANAGEMENT, VOCATIONAL JOB COUNSELING, SUPPORTIVE SERVICES and ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK. Infrequently emphasized areas were TUTORING AND PREPARATION FOR EMPLOYMENT-RELATED EXAMS and TRANSPORTATION ASSISTANCE.

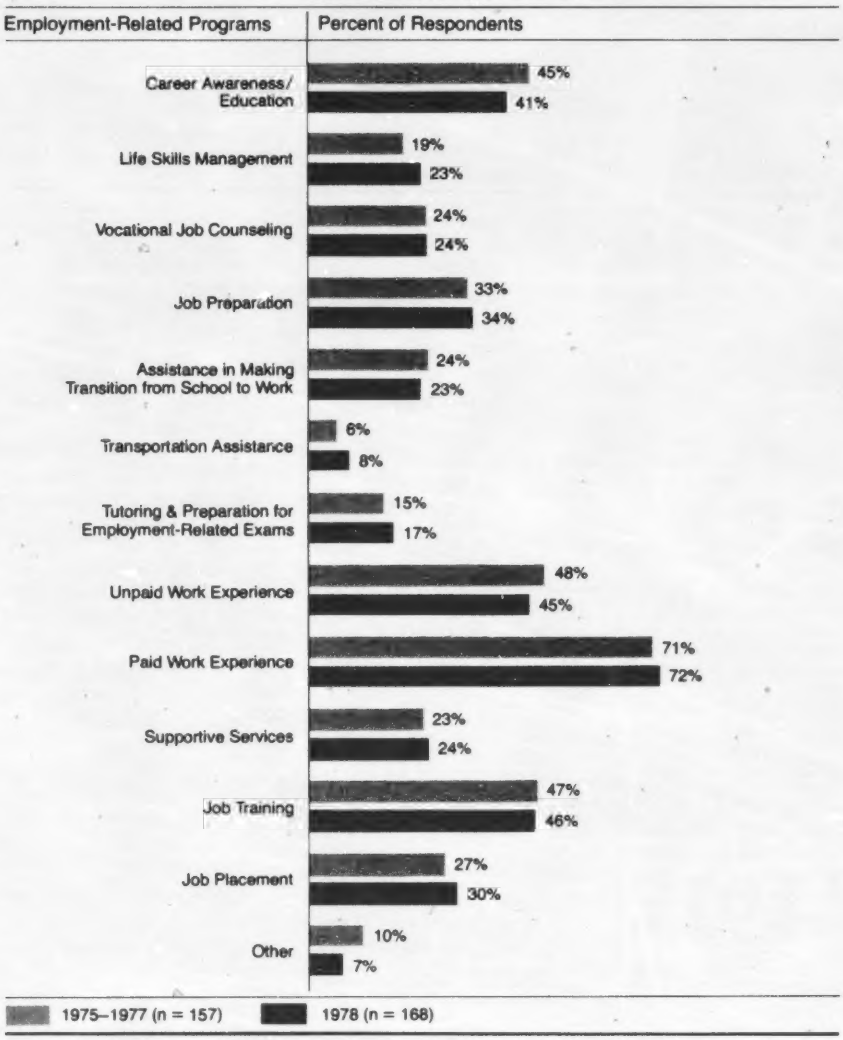
Employment Programs for Inner City, Urban, Suburban and Rural Youth

Did the youth employment programs emphasize different program content depending upon the geographic area served?

The data reveal that programs for predominately INNER CITY youth (defined as 51% of the youth participating in the programs who come from this geographic area) emphasized mainly PAID WORK EXPERIENCE, JOB TRAINING, UNPAID WORK EXPERIENCE and CAREER AWARENESS/EDUCATION. This pattern is almost identical for programs for predominately SUBURBAN and URBAN youth. Programs for predominately RURAL youth were so infrequent that the data are not presented in this cross tabulation. The total number of respondents who had programs for predominately RURAL youth was six.

YWCA

Figure 2 — Types of Employment-Related Programs Offered in 1975–1977 and in 1978



Youth Employment Programs by Major U.S. Regions

What was the population distribution of the respondents by the major U.S. regions?

North Central	*South*
North East	*West*

For those respondents with youth employment programs in 1978, their geographic distribution was as follows:

33% were in the NORTH CENTRAL
30% were in the NORTH EAST
20% were in the SOUTH
16% were in the WEST

It is clear that the majority of respondents were from the NORTH CENTRAL and NORTH EAST regions. The SOUTH, with 20%, and the WEST, with 16%, have the least number of respondents. The U.S. Regions are defined in Appendix B.

CETA Programs

What was the distribution of CETA programs by the four geographic regions?

The data reveal that 34% of the CETA programs were located in the NORTH CENTRAL, 32% in the NORTH EAST, 18% in the WEST and 17% in the SOUTH. There appears to be a parallel between the percentage of respondents by the four regions and the percent of CETA programs by the four regions. Basically, the majority of CETA programs are located in the NORTH CENTRAL and NORTH EAST regions, while the fewest number of CETA programs are located in the SOUTH and WEST. Interestingly, the WEST had 1% more CETA programs than the SOUTH, even though the SOUTH had a greater percentage of respondents than the WEST.

Youth Employment Programs Supported by Agency Budgets and CETA Budgets

What types of youth employment programs were supported by agency and CETA budgets in 1978?

Because of the relatively low number of respondents for this cross tabulation, the data are not presented; i.e., *n* for the agency budget was 25, while *n* for CETA was 22.

Program Funding

Funding for Youth Employment Programs

Table 2 presents data regarding the proportion of money expended by the respondents for 1978 employment-related programs according to the source of funding. Because a respondent could have had more than one source of funding for its employment-related programs, the percentages total more than 100%.

The data clearly indicate that the primary source of funding was the AGENCIES' OWN BUDGETS. Sixty percent of the respondents indicated that their OWN BUDGET supported their youth-employment programs, while the next most frequently indicated source (54%) was CETA (TITLE II, III or IV). Other than the above two categories of funding sources, the remaining categories were infrequently checked by the respondents: Only 11% of the monies came each from a UNITED WAY (SPECIAL GRANT) and CORPORATIONS, 6% from the LOCAL BUSINESS COMMUNITY, 8% each from STATE & CITY FUNDS and PRIVATE FOUNDATIONS, 7% each from CIVIC/SERVICE CLUBS. Less than 5% of the respondents indicated each of the following sources of money: COUNTY, L.E.A.A., TITLE XX and HEW sources. Seven percent of the respondents listed an OTHER source. In general, these data reflect a diversified but low-level funding pattern by the member affiliates for youth employment programs.

Future Program Plans

Types of Programs

Table 3 represents the future programming emphases for all respondents planning to have employment-related programs for youth in the next twelve months. The pattern is similar to the emphases placed on the programming for youth employment programs seen in the previous four years. In essence, the respondents who plan to have programs will emphasize both PAID and UNPAID WORK EXPERIENCES and CAREER AWARENESS/EDUCATION. Other areas of emphasis will include LIFE SKILLS MANAGEMENT, JOB PREPARATION, JOB TRAINING and SUPPORTIVE SERVICES.

Sources of Funds

As can be seen in Table 4, a large percentage (57%) of the respondents plan to seek monies from CETA (TITLE II, III or IV) for future employment-related programs. This emphasis upon seeking CETA monies is consistent with previous (1978) efforts of the respondents. When compared with the 1978 funding pattern, the respondents indicated that there will be increased effort to obtain monies from all funding sources, with the greatest effort directed toward obtaining financial support from UNITED WAY, PRIVATE FOUNDATIONS, CIVIC/SERVICE CLUBS and LOCAL BUSINESS COMMUNITY. Other than CETA, the emphasis is clearly upon seeking monies from NON-GOVERNMENTAL sources.

United Neighborhood Centers of America

United Neighborhood Centers of America was organized in 1911 by Jane Addams and other pioneer leaders of the settlement movement in the United States. It was then known as the National Federation of Settlements. The aim of the organization is to improve the quality of life at the neighborhood level.

Settlements and neighborhood centers believe that the neighborhood is the living cell in the life of a city. The neighborhood is where children are born and reared, where family life is nurtured. Neighborhood conditions, therefore, have a direct bearing on the values and behavior patterns of neighborhood residents. Settlements and neighborhood residents enhance the development of individuals and families for a full and productive life.

UNCA is a voluntary nonprofit agency with 140 member agencies, which operate 360 centers in 80 cities and 30 states. Our member agencies are located in poor communities where problems are most severe and where help is most needed. We're trying to even the odds for people who don't normally get an even break.

UNCA seeks to achieve its goals through a variety of supportive programs to local settlements and neighborhood centers. Local agencies provide direct services to inner city residents. UNCA services to local agencies include but are not limited to the following:

- National Representation
- Technical Assistance
- Accreditation Service
- Conferences
- Training
- Program Development
- Information

Results of The Youth Employment Program Survey — United Neighborhood Centers of America

Sample Size and Return Rate

A total of 114 corporate units was surveyed. The total response for Phase I & II was 58; i.e., 51% return of the total surveys mailed.

Cross Tabulation

To add depth to the Youth Employment Survey results, several cross tabulations were performed on the data. In order for cross tabulations to have meaning, they must be based upon a relatively large sample of survey respondents. In the cases of the United Neighborhood Centers of America, the number of respondents for each cross tabulation was too small to allow meaningful interpretation. A criterion was established that the cross tabulation response rate must be at least 25% of the total number of respondents.

For the United Neighborhood Centers of America, there were no cross tabulations that reached this criterion. Therefore, the findings for the following subjects are not presented:

Youth Served in Agency Supported and CETA Supported Programs
Youth Served by Major U.S. Regions
Employment Programs for INNER CITY, URBAN, SUBURBAN and RURAL Youth
Employment Programs by Major U.S. Regions
Employment Programs Supported by Agency Budgets and CETA Budgets.

Youth

Youth Served

The United Neighborhood Centers of America offer a wide range of services to youth. In order to identify the geographic area served by the organization and the geographic sources for the youth recruited for all programs and services, the following question was asked:

Please tell us what percent of the youth, which your agency serves, reside in the following areas: Inner City, Urban, Suburban and Rural?

There was no working definition for the listed geographic areas, so replies were subject to individual interpretations. Table 1 presents the percentage of youth served by the respondents across the four geographic areas. The responses clearly indicate that the major recruitment and service efforts are in the INNER CITY areas (87%).

Youth Served in Employment-Related Programs

The respondents reported that a total of 14,669 youth participated in a wide variety of employment-related programs during 1978. This participation represents a mean of 319 youth per program; however, the median of 76 youth per program is a more accurate reflection of the participation level.

In Figure 1, the characteristics of the youth participants in 1978 employment programs are presented. A majority (51%) of the youth were MALE, while (49%) were FEMALE.

In terms of ethnic characteristics, the data indicate that the youth were evenly divided between BLACK/AFRO-AMERICAN (42%) and WHITE (42%). The proportion of other ethnic/cultural groups is as follows: HISPANIC (9%), ORIENTAL/ASIAN (1%), NATIVE AMERICAN (7%), OTHER (1%). In addition, the youth in employment-related programs tended to reside primarily in the INNER CITY (59%) with smaller percentages of them residing in URBAN areas (15%), SUBURBAN areas (7%) and RURAL areas (18%).

To what extent were youth with special needs involved in the youth employment programs?

The respondents reported serving a small percent of special needs youth; i.e., LEARNING DISABLED (4%), YOUTH OFFENDERS (5%), STATUS OFFENDERS (3%), PHYSICALLY HANDICAPPED (1%).

Family income data revealed that 12% of the youth lived in families with annual incomes between $10,000 and $19,999, 83% of the youth had families with annual incomes below $10,000 per year, while 5% had families with incomes above $20,000 annually.

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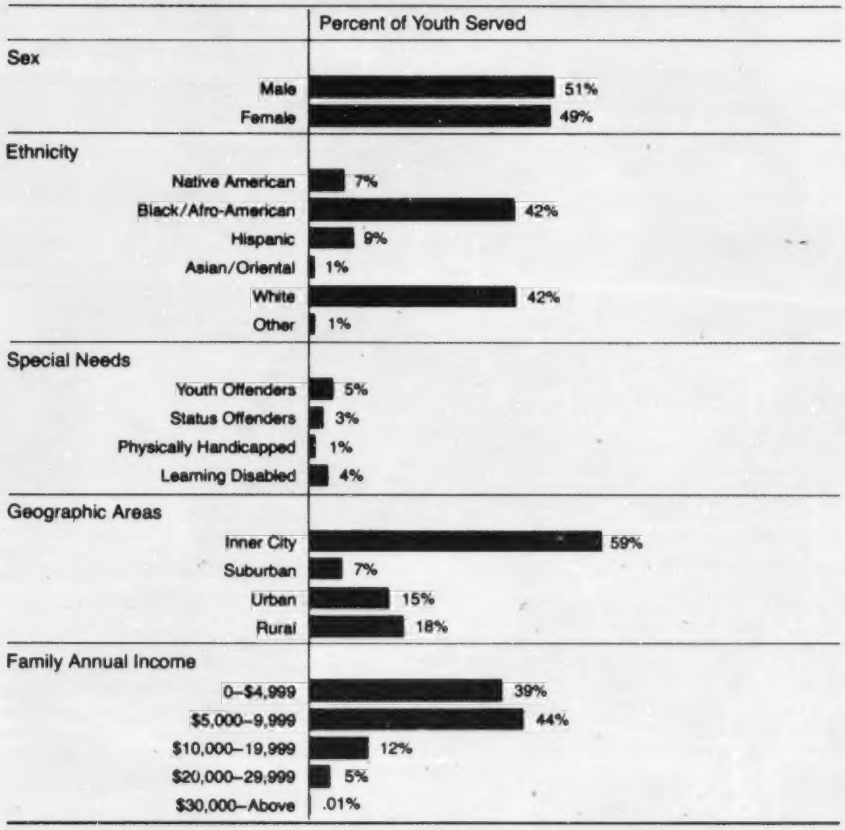
Figure 1 — Characteristics of the Participants in the Youth Employment Programs in 1978



Programs

Youth Employment Programs 1975–1978

The information presented in this section represents data about the respondent's Youth Employment Programs. Information about 1978 programs is presented first and, when important, comparisons with 1975–1977 programs are made.

A total of 195 separate and distinct youth employment-related programs was offered in 1978. As of June 1979, 160 of these program services were still being offered to youth. Of the total reported, 72 operated only during the summer. The mean number of programs offered was four per respondent, however, the median was three.

For the 1975–1977 period, the respondents reported providing a total of 159 employment-related programs for youth. Summer-only programs comprised 45% of the total. By comparing the number of programs offered between 1975 and 1977 (159) with those offered in 1978 (195), it can be seen that the number of programs offered in 1978 alone approached the number offered during the *previous three-year period,* constituting a rather dramatic increase in the availability of youth employment programs.
programs.

In addition, it should be noted that over the past four years there has been a steady increase in the number of employment-related programs for youth. In 1975, 42 respondents reported expending money on such programs, the number increased to 43 in 1976, 46 in 1977 and 54 in 1978; 1978 demonstrated the most dramatic increase.

Types of Programs Offered

What types of programs were offered to the youth?

The data presented in Figure 2 show the types of employment-related programs that have been offered by respondents over the past four years. The data are highly consistent between 1975–1977 and 1978 and indicate that the agency basically emphasized the same program areas in 1978 as it did between 1975–1977. The most frequently offered programs were PAID WORK EXPERIENCE, SUPPORTIVE SERVICES, JOB PREPARATION, JOB TRAINING, CAREER AWARENESS/ EDUCATION and VOCATIONAL JOB COUNSELING. Other areas emphasized to a lesser degree were TUTORING, ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK and UNPAID WORK EXPERIENCE. Infrequently emphasized areas were TUTORING AND PREPARATION FOR EMPLOYMENT-RELATED EXAMS, TRANSPORTATION ASSISTANCE and LIFE SKILLS MANAGEMENT.

Program Funding

Funding for Youth Employment Programs

Table 2 presents data regarding the proportion of money expended by the respondents for 1978 employment-related programs according to the source of funding. Because a respondent could have had more than one source of funding for its employment-related programs, the percentages total more than 100%.

The data clearly indicate that the primary source of funding was the AGENCIES' OWN BUDGETS. Seventy percent of the respondents indicated that their OWN BUDGET supported their youth-employment programs, while the next most frequently indicated source (54%) was CETA (TITLE II, III or IV). Other than the above two categories of funding sources, the remaining categories were infrequently

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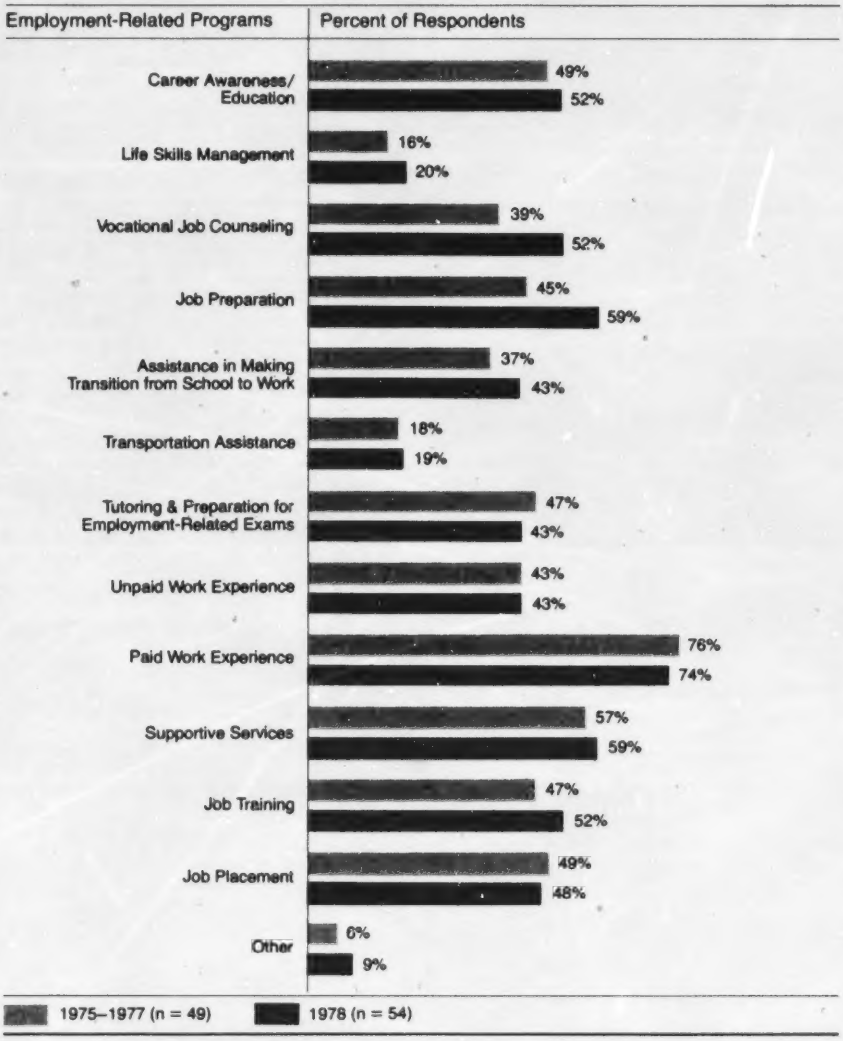
Figure 2 — Types of Employment-Related Programs Offered in 1975–1977 and in 1978



checked by the respondents: Only 17% from STATE FUNDS, 15% from L.E.A.A., 11% of the monies came from a UNITED WAY (SPECIAL GRANT), 11% from CITY FUNDS, 9% from TITLE XX, 8% from the LOCAL BUSINESS COMMUNITY and 8% from PRIVATE FOUNDATIONS. Less than 7% of the respondents indicated each of the following sources of money: CIVIC/SERVICE CLUBS, COUNTY, HEW, CORPORATIONS or CORPORATE FOUNDATIONS. Five percent of the respondents listed an OTHER source. In general, these data reflect a diversified but low-level funding pattern by the member affiliates for youth employment programs.

Future Program Plans

Types of Programs

Table 3 represents the future programming emphases for all respondents planning to have employment-related programs for youth in the next twelve months. The pattern is similar to the emphases placed on the programming for youth employment programs seen in the previous four years. In essence, the respondents who plan to have programs will emphasize PAID and UNPAID WORK EXPERIENCES, CAREER AWARENESS/EDUCATION, JOB PREPARATION, SUPPORTIVE SERVICES, and VOCATIONAL JOB COUNSELING. Other areas of emphasis will include ASSISTANCE IN MAKING THE TRANSITION FROM SCHOOL TO WORK, TUTORING and JOB PLACEMENT.

Sources of Funds

As can be seen in Table 4, a large percentage (79%) of the respondents plan to seek monies from CETA (TITLE II, III or IV) for future employment-related programs. This emphasis upon seeking CETA monies is consistent with previous (1978) efforts of the respondents. When compared with the 1978 funding pattern, the respondents indicated that there will be increased effort to obtain monies from all funding sources, with the greatest increase in obtaining financial support from PRIVATE FOUNDATIONS, UNITED WAY (SPECIAL GRANT), L.E.A.A. and the LOCAL BUSINESS COMMUNITY.

Appendix A — Tables 1–4

Table 1—Youth Served by All Agency Programs. Respondent's Identification of Service by Geographic Areas

	Percent of Respondents											
	ARC-YS	BCA	BSA	CF	4-H	FHA	GCA	GSUSA	UNCA	YMCA	YWCA	All Respondents
Inner City												
No Youth	41%	40%	46%	53%	79%	88%	64%	60%	13%	53%	48%	55%
1–50%	52%	17%	53%	39%	21%	0%	13%	40%	7%	38%	32%	32%
51–100%	7%	43%	1%	8%	0%	12%	22%	1%	80%	9%	20%	14%
Urban												
No Youth	39%	45%	22%	31%	50%	77%	39%	35%	70%	38%	36%	39%
1–50%	49%	38%	68%	46%	42%	12%	25%	48%	17%	42%	37%	43%
51–100%	13%	17%	10%	23%	8%	12%	36%	18%	13%	20%	27%	18%
Suburban												
No Youth	30%	56%	32%	41%	48%	77%	55%	39%	85%	38%	45%	44%
1–50%	56%	34%	54%	30%	35%	12%	33%	40%	13%	38%	42%	38%
51–100%	14%	10%	14%	29%	17%	12%	12%	22%	2%	25%	14%	18%
Rural												
No Youth	59%	62%	16%	27%	14%	53%	70%	25%	94%	37%	67%	41%
1–50%	41%	32%	55%	65%	46%	12%	28%	62%	4%	53%	32%	46%
51–100%	0%	6%	30%	8%	40%	35%	2%	13%	2%	10%	1%	13%

*These data represent the entire youth membership of the respondents and is not limited to the youth involved in employment programs. Figures are percent of respondents and should be read, for example: 49% of the respondents from the *ARC-YS* indicated that 1–50% of the youth served reside in the Urban Area

or

43% of *all respondents* indicated that 1–50% of the youth served reside in the Urban Area.

Table 2—Funding Sources for Employment-Related Programs in 1978

	Percent Of Respondents										
Funding Sources	ARC-YS	BCA	BSA	CF	4-H	FHA	GCA	GSUSA	UNCA	YMCA	YWCA
Agency Budget	54%	66%	80%	50%	48%	29%	55%	68%	70%	67%	60%
CETA (TITLE II, III or IV)	33%	62%	25%	25%	33%	29%	61%	24%	54%	64%	54%
United Way (Special Grant)	5%	9%	7%	9%	4%	5%	15%	9%	11%	11%	11%
Local Business Community	2%	8%	13%	4%	12%	17%	17%	4%	8%	15%	6%
Civic/Service Clubs	3%	6%	11%	4%	3%	5%	13%	5%	0%	9%	7%
Private Foundations	2%	7%	9%	1%	6%	0%	14%	6%	8%	7%	8%
Corporations or Corporate Foundations	0%	2%	10%	2%	6%	0%	6%	2%	4%	2%	11%
State Funds (Non CETA or TITLE XX)	0%	9%	2%	1%	13%	8%	6%	4%	17%	10%	8%
County Funds (Non CETA or TITLE XX)	2%	3%	3%	0%	15%	0%	6%	0%	7%	7%	5%
City Funds (Non CETA or TITLE XX)	7%	6%	0%	5%	3%	12%	9%	4%	11%	12%	8%
L.E.A.A.	2%	8%	2%	1%	0%	0%	1%	1%	15%	8%	4%
TITLE XX	2%	4%	2%	2%	0%	5%	3%	2%	9%	10%	4%
HEW	3%	2%	0%	0%	2%	4%	3%	1%	2%	8%	0%
Other	16%	6%	6%	10%	3%	6%	14%	6%	5%	8%	7%

Table 3—Future Program Plans

Agencies	Percent Of Respondents												
	Career Awareness Education	Life Skills Management	Voc. Job Counsel	Job Preparation	Transition to Work	Tutoring and Exam Preparation	Unpaid Work Experience	Paid Work Experience	Supportive Services	Job Training	Job Placement	Trans-portation	Other
ARC-YS	50%	26%	9%	30%	29%	—	64%	36%	34%	34%	6%	7%	10%
BCA	50%	22%	35%	47%	33%	25%	46%	63%	22%	43%	38%	6%	6%
BSA	57%	35%	27%	31%	26%	1%	37%	59%	10%	25%	4%	2%	13%
CF	36%	13%	6%	14%	9%	2%	33%	26%	7%	18%	5%	1%	6%
4-H	60%	31%	9%	23%	12%	3%	26%	27%	8%	14%	—	4%	2%
FHA	70%	44%	52%	61%	48%	0%	44%	61%	26%	52%	48%	9%	13%
GCA	79%	61%	40%	48%	31%	26%	65%	70%	28%	51%	30%	19%	8%
GSUSA	73%	31%	8%	22%	11%	—	48%	37%	14%	23%	3%	2%	6%
UNCA	69%	38%	59%	62%	52%	50%	47%	76%	60%	45%	50%	17%	10%
YMCA	19%	11%	14%	25%	20%	10%	41%	63%	19%	40%	21%	4%	4%
YWCA	52%	33%	25%	34%	26%	15%	45%	54%	30%	32%	24%	4%	7%

Table 4—Future Funding Plans

Funding Sources	Percent Of All Respondents Who Plan Future Employment Programs										
	ARC-YS	BCA	BSA	CF	4-H	FHA	GCA	GSUSA	UNCA	YMCA	YWCA
CETA (TITLE II, III or IV)	43%	67%	33%	25%	27%	30%	65%	23%	79%	64%	57%
Local Business Community	4%	25%	28%	10%	18%	35%	25%	14%	17%	16%	12%
Civic/Service Clubs	9%	27%	28%	12%	19%	13%	34%	15%	9%	13%	13%
Private Foundations	10%	21%	22%	10%	12%	0%	26%	14%	31%	15%	18%
Corporate Foundations	1%	11%	19%	5%	6%	0%	14%	7%	9%	9%	5%
United Way (Special Grant)	6%	23%	14%	10%	5%	9%	20%	14%	26%	13%	18%
State Funds (Non CETA or TITLE XX)	1%	7%	2%	1%	14%	35%	10%	4%	14%	10%	7%
County Funds (Non CETA or TITLE XX)	3%	11%	2%	1%	20%	4%	14%	3%	5%	9%	4%
City Funds (Non CETA or TITLE XX)	6%	11%	2%	2%	7%	13%	8%	3%	14%	12%	6%
TITLE XX	3%	8%	3%	1%	—	4%	4%	3%	10%	10%	7%
HEW	4%	6%	3%	—	1%	13%	13%	1%	7%	4%	4%
L.E.A.A.	6%	15%	2%	2%	—	4%	15%	1%	22%	11%	8%
Vocational Rehabilitation	4%	3%	1%	—	1%	13%	4%	1%	2%	2%	2%
Other	17%	6%	24%	10%	14%	17%	6%	14%	17%	8%	10%

North East

Maine	Connecticut
New Hampshire	New York
Vermont	New Jersey
Massachusetts	Pennsylvania
Rhode Island	

North Central

Ohio	Iowa
Indiana	Missouri
Illinois	North Dakota
Michigan	South Dakota
Wisconsin	Nebraska
Minnesota	Kansas

South

Delaware	Florida
Maryland	Kentucky
District of Columbia	Tennessee
Virginia	Alabama
North Carolina	Mississippi
South Carolina	Arkansas
Georgia	Louisiana
Oklahoma	Texas
West Virginia	

West

Montana	Nevada
Idaho	Washington
Wyoming	Oregon
Colorado	California
New Mexico	Alaska
Arizona	Hawaii
Utah	

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